CENTRAL PUBLIC SERVICE COMMISSION,

PAKISTAN

ANNUAL REPORT

FOR THE YEAR, 1964

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CENTRAL PUBLIC SERVICE COMMISSION

ANNUAL REPORT, 1964

ERRATA

1. Under Section VII of the contents, read 'STANDING' in place of 'SVANDING'.

2. Page 2 (para. 8, opening sentence)—read 'has been' in place of 'had been'.

3. Page 10 (para. 59)—read 'Appendix' in place of 'Appendices'.

4. Page 11 (para. 60)—read 'Appendix' in place of 'Appendices'.

5. Page 15 (para. 81)—read 'Appendix' in place of 'Appendices'.

6. Page 17 (para. 99)—read 'Appendix' in place of 'Appendices'. and 'shows' in place of 'show'.

7. Page 27 (para. 129, first sentence) read 'assessing' in place of 'assess'. (Last sentence) read 'arrangement' and 'improving' in place of the words 'arrangments' and 'improve' respectively.

8. Page 42, [4th line of sub-para. (c) of para. 30]—read 'Office' in place of 'Officer'.

APPENDICES

9. Page 70, Col. 5 against sub-heading 'Economic Investigator' put '*' against '56'.

10. Page 91, Col. I against sub-heading 'Radio Pakistan' read 'Engineer' in place of 'Pakistan'.

11. Page 106, against Sl. No. 189 read 'Class II' in place of 'Class I'.

12. Page 125, Col. 25, 27, 28 and 30 against sub-heading 'Central Superior Services' & middle line read '1680', '1708', '1645', & '1671' for '1681', '1709', '1646' & '1672' respectively and omit '*' in Col. 30 against '1671' and '1671'.

13. Page 133, Table 8, Col. 3 against sub-heading 'Bachelor's Degree' read '80' in place of '20'.

14. Page 140, Col. 4 against sub-heading 'General Knowledge II' read '85' in place of '83'.

15. Page 150, Col. 7 against sub-heading 'Economics' read '5' in place of '6'.

16. Page 151, Col. 4 against sub-heading 'International Law' read '80.0' in place of '20.0'.

17. Page 164, against sub-heading 'Agriculture' (1st Sentence) read 'Candidate' in place of 'Candidates'.

18. Page 165, against sub-heading 'Botany' read '50.0' in place of '60.0' in first line.

19. Page 177, omit the word 'remarks' appearing after 'successful'.

20. Page 183, against sub-heading '1960' omit third line in Columns 17—24.

21. Page 183, Col. 3 against sub-heading '1964' add 'Posts' after 'No. of', and in Col. 4 read '1708' in place of '1709'.

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ANNUAL REPORT

1964

CENTRAL PUBLIC SERVICE COMMISSION, PAKISTAN

Mr. President,

In pursuance of Article 189 of the Constitution of the Republic of Pakistan, 1962, we have the honour to submit the following report on the activities of the Central Public Service Commission accompanied by a memorandum for the year 1964.

SECTION I

PERSONNEL OF THE COMMISSION

2. As shown below, the personnel of the Commission remained unchanged throughout the year under review, except for the appointment of Mr. A. M. Sial, Member, West Pakistan Water & Power Development Authority, in the vacancy caused by the death of Mr. Mohammad Akram :

Chairman

Mr. K. A. Huque, S. Pk., P.S.P.

Members :

Mr. A. F. M. Abdul Haq

Mr. Ata Mohammad Noon

Mr. A. H. M. S. Doha

Mr. A. M. Sial (assumed office on 1-4-1964).

STAFF OF THE COMMISSION

3. Mr. M. S. H. Quraishi, C.S.P., Secretary to the Commission, was awarded a fellowship under Eisenhower Exchange Fellowship Programme for the year, 1964. He relinquished charge of the office of the Secretary and was appointed as Officer on Special Duty with effect from the 28th February, 1964 (A.N.) in order to proceed to the United States.

4. Mr. M. Masuood, C.S.P., Deputy Secretary, Home Affairs Division, was appointed to officiate as Secretary, Central Public Service Commission, and ***ex officio*** Joint Secretary in the Establishment Division *vice* Mr. M. S. H. Quraishi. He assumed charge of the office on 11th March, 1964.

5. On completion of his training in Public Administration on a French Scholarship in France, Mr. Agha Iftikhar Hossain, one of the Assistant Secretaries of the Commission, proceeded on leave abroad from 1st November, 1963. He joined the post of Assistant Secretary on 2nd March, 1964. Mr. A. A. Usmani, a permanent Superintendent, continued to officiate as Assistant Secretary.

6. On return of Mr. Agha Iftikhar Hossain from leave, Mr. A. A. Usmani was appointed as Assistant Secretary in the additional post of Assistant Secretary (mentioned in paragraph 8 of the previous report) and Mr. I. H. Alvi, a permanent Superintendent, who was holding the additional post of Assistant Secretary reverted as Superintendent, with effect from 29-2-1964 (A.N.) The additional post of Assistant Secretary was further extended till 31st December, 1964.

7. The following officers held the posts shown against them throughout the year under report :—

1. Mr. Sardar Ahmad .. .. Deputy Secretary.
2. Mr. Anwarul Hasan .. .. Assistant Secretary.
3. Mr. G. H. Kazmi .. .. Assistant Secretary.
4. Mr. A. M. Mowla .. .. Research Officer.
5. Mr. Mir Masoom Ali .. .. Research Officer.
6. Miss M. B. Ahmad .. .. Junior Psychologist.
7. Miss Aziz M. Hussain .. .. Junior Psychologist.
8. Mr. Mohd. Amin .. .. Private Secretary to Chairman.

Educational Consultant

8. A new post of Educational Consultant in the Commission had been created. Mr. K.A.F.M. Abul Quasem of the East Pakistan Senior Educational Service has been appointed to the post. He will assist the Commission by giving expert advice on all matters relating to examinations and educational qualifications of candidates for the posts to which recruitment is to be made by the Commission.

Psychological Section

9. The Commission's effort to secure the services of a foreign Psychologist for the post of Chief Psychologist, mentioned in paragraph 12 of the previous Report, failed to fructify as the Psychologist who had been selected for the appointment, refused later to accept the offer. Thereupon the Commission decided to secure the services of a suitable Pakistani national for the post.

10. The Government agreed to the revision of the pay for the two posts of Senior Psychologist so that suitable persons might be attracted to the job. Efforts are being made to recruit suitable persons for these posts.

11. As in the preceding years, the Psychological Tests for the Central Superior Services Examination 1963 and the Survey of Pakistan Examination were organised and conducted with the assistance of a G.H.Q. Psychologist. The Commission are grateful to the G.H.Q. for their continuing assistance. Two Junior Psychologists of the Commission were associated with these testing programmes.

12. The Commission are making serious efforts to organise their selection procedures on scientific methods of assessing the intellectual capacity and personality characteristics of the candidates in addition to measuring the level of their academic achievements. This is particularly necessary because it has been observed that a deficiency in knowledge and experience can be made up later during subsequent years of training and service but some qualities *e.g.* the basic level of the capacities, temperamental characteristics and personality pattern of the individual remain almost unchanged.

13. A brief report of the plans and work of the Commission's Psychological Section is given below :—

The Section is intended to undertake the following functions.

(1) Preparing Job Analysis fundamental to the construction of scientific tests of intellectual capacity and other personality characteristics.

(2) Conducting preliminary research studies for designing selection tests and devices.

(3) Construction of scientific tests and evaluative devices for various selection programmes of the Commission.

(4) Administering the tests to the candidates and reporting test evidence to the Commission.

(5) Analysis and interpretation of the candidates' performance year after year with a view to conducting scientific research to seek possible solutions to some of the problems vexing those concerned with the task of the development, assessment and utilisation of the human resources.

(6) Carrying out Follow-up research studies for the purpose of validating and refining selection tests and procedures.

14. The Psychological Section of the Commission though working without the guidance of Senior and Chief Psychologists, prepared reports and short-term and-long-term plans related to all six major functions detailed above.

15. In order to implement the Commission's Projects in connection with construction of a new set of Psychological Tests in keeping with the special requirements of the Central Superior Services Examination and the advanced scientific techniques the Commission sought the advice and practical assistance of two Experts Committees, one consisting of five Experts in Psychology and the other consisting of three senior CSP Officers.

16. Both these Committees approved of the detailed plans and working papers prepared in this connection and are at present assisting the Commission in preparing a set of Scientific Psychological Tests and a collection of Group Situation Problems for the Central Superior Services Examination. (Further details are given in Appendix 'A').

17. It may be stated that this is the first Project of its kind in which Committees of Technical Experts, Administrative Experts and the Members of the Commission are actively collaborating to make the Selection Tests as scientific as possible and hence increasingly reliable, valid and fair, in keeping with the true spirit of a search for the National Talent and the highly cherished principle of social justice.

18. The Commission requested the Vice-Chancellors of all the National Universities to co-operate with them in a long term Research and Test Construction Project because the Commission expected that analysis of the test data collected through the co-operation of all National Universities should be extremely useful for determining regional Norms and for conducting a number of useful research studies related to the problems of education, evaluation and vocational guidance.

19. The Vice-Chancellors regarded the proposed plan "indeed, a step toward removing a long felt need" and were kind and generous to communicate their willingness to co-operate with their available staff of personnel. However, they made it clear, at the same time, that there were "few Psychologists in Pakistan with adequate training and experience in the construction of the type of tests required by the Central Public Service Commission".

20. It was suggested by some of them, that the Commission might consider the feasibility of training personnel to conduct its proposed programme of test construction, as also the employment of one or more specialists in test construction who could serve the Commission full time. The Commission hope to continue their efforts in this direction till the objective is achieved.

21. In addition to the above project of constructing scientific tests of Personality and Abilities for the Central Superior Services Examination, a comprehensive and on-going research programme consisting of 53 research studies related to the major functions of the Psychological Section as detailed earlier, is also under way.

ASSISTANCE EXTENDED TO OTHER ORGANISATION

22. During the year under Report the following Organisations requested and were given technical advice on the preparation of objective type ability and achievement tests :

1. Guidance and Counselling Section of the Directorate of Education, Karachi.
2. Education Extension Centre, Government of West Pakistan.
3. Board of Intermediate and Secondary Education, Karachi.

23. The Commission wish to place on record the valuable services rendered by the Expert Psychologists' Committee without whose help it would not have been possible to make a beginning in preparing Psychological Tests suited to our local genius.

Research Branch

24. This Branch is of recent origin. As mentioned in our previous report, it had been constituted towards the end of 1962 with two Research Officers and two Statistical Assistants and its composition remained unchanged till the close of the year under review. This Branch has been largely responsible for making certain interesting studies on examination matters, including the candidates' performances by age, divisions number of attempts, universities of education, places of domicile, socio-economic background and marital status. Besides, the Branch has remained engaged in continuous study of the manifold problems relating to recruitment, training, and promotion in the public services. In order to assess the effectiveness of the existing methods of recruitment in the country, a plan has been drawn up for a pilot follow-up study of the performances of public servants selected by the Commission and it is expected to take shape in the years ahead.

25. In the light of current thinking and also from experiences gained in the recruitment process, the Commission have always emphasised the need for proper recognition of the evergrowing numbers of scientific and technical personnel in the Government. The Commission are of the view that such recognition may best be accorded by means of providing them with career opportunities as in other regularly constituted services and this has now become a dire necessity particularly in view of the onerous role of leadership the technocrats are expected to play in our present phase of social transition. The Research Branch has been studying this problem and has drawn up, as a first step, a detailed scheme for the integration of statistical and scientific posts into regular services. The scheme is under further consideration of the Commission and they expect to make it available when the views of the Working Group, recently set up by the Government on identical subject, are known. The Commission have been represented on this Working Group by one of their officers.

Reorganisation of the Commission's office

26. As reported last year (para 16), the Commission's re-organisation scheme was approved by the Standing Organisation Committee on 4th December, 1963. A few outstanding points were discussed and decided in a meeting of the Committee held on 3-1-1964.

27. In March, 1964 the decision of the Standing Organisation Committee together with the " Working paper " containing the details of the proposed re-organisation scheme was received in the Central Public Service Commission through the Establishment Division for submitting concrete proposals for implementation of the scheme on the basis of the recommendations of the Standing Organisation Committee. Accordingly, proposals were referred to the Establishment Division for obtaining President's approval for the implementation of the re-organisation scheme and to get the revised set up sanctioned by the Ministry of Finance.

28. It may also be stated that during the year under report the Commission have been entrusted with the following additional items of work :—

1. Cases under Government Servants (Further Usefulness Rules) 1963.
2. Cases of compulsory retirement under Note I below Article 465 A of Civil Service Regulations.
3. Cases regarding Recruitment Rules have started coming in since ban on framing of Recruitment Rules has been lifted, (Information Service of Pakistan, Central Secretariat Service Class I, Trade Service, Recruitment Rules of Planning Division, Aviation Division etc., etc.).
4. Seniority cases.
5. Competitive Examinations for Information Service of Pakistan.
6. Written Examinations and Interviews have been prescribed in the rules for promotion to Section Officer's grade.
7. Yearly examinations of (i) Assistant /UDC (ii) LDC (iii) Stenographers and (iv) Stenotypists.

29. The staff required to handle the new items of work has not been provided in the re-organisation scheme as it was prepared before the above items of work were entrusted to the Commission. The Commission's work is also likely to increase on all sides in view of Government's 3rd Five-Year Plan. The Commission are, however, assessing their staff requirements.

30. The existing staff strength of the Commission's Office is shown in Appendix ' B '.

ACCOMMODATION

31. As stated in para 18 of the previous Report, the Commission continued their efforts to acquire a plot of land for construction of a permanent building for their Branch Office at Lahore. Accordingly, the Government of West Pakistan were approached for a plot of land in the Jail Road Area Scheme (Lahore), but they regretted their inability to comply with this request on the ground that the area was meant exclusively for residential purpose. The Commission had been, on the other hand, under continuous pressure of the owner of the building at 109, College Road, Lahore to vacate the premises as early as possible. In the circumstances, the Commission had to look for other accommodation, but without avail till the close of the year under review.

32. The members of the Commission continued to experience a great deal of inconvenience in finding suitable residential accommodation during their tours, particularly at Dacca. Efforts were being made to furnish two rooms of

the Branch Office Building at 507-A, Dhanmandi, Dacca, for residential accommodation of the touring members. The matter is pending with the Pakistan Public Works Department.

33. RECEIPTS & EXPENDITURE

Receipt.	1,00,200.
Expenditure.	
Pay of Officers	3,26,800.
Pay of Establishment	4,77,600.
Allowance & Hon.	1,96,500.
Other Charges	2,90,500.
	12,91,400.

SECTION II

RECRUITMENT BY COMPETITIVE EXAMINATIONS

(*a*) CENTRAL SUPERIOR SERVICES EXAMINATIONS

Syllabus

34. After careful consideration of the question of revising the Syllabi of the Central Superior Services Examination in consultation with the various Universities, the Commission forwarded their suggestions to the Establishment Division in June, 1961. Thereafter the Commission's suggestions were considered by an Inter-Departmental Committee of the Ministries, appointed by the Establishment Division. In the light of suggestions made by the Inter-Departmental Committee and also of the opinions expressed at a subsequent meeting of the Vice-Chancellors held in April 1963, the Commission's final recommendations on the matter were communicated to the Establishment Division in November, the same year. As the candidates needed to be informed of the changes in the Syllabi, if any, well in advance of the next examination, the Government were requested to finalise the matter by March 1964. Reminders were subsequently issued to the Government, but the matter remained under their consideration till the end of the year under review.

Central Superior Services Examination, 1963

35. The final result of the Central Superior Services Examination held in 1963 was communicated to the Government on the 25th of May, 1964.

36. 266 candidates qualified for appointment to 107 Class I and 46 Class II posts. The vacancies included 20 vacancies in the Section Officers' grade. The 46 vacancies in Class II included 40 vacancies in the grade of Assistant Income Tax Officers which were reported to the Commission subsequently and 6 vacancies (3 for East Pakistan and 3 for West Pakistan) in the Pakistan Postal Superintendents' Service, Class II. The 107 vacancies in Class I Services were distributed in accordance with the recruitment policy of the Government of Pakistan as incorporated in Para 1 and 2 of Appendix IV of the Commisssion's Notification No. F.2/1/63-E.II, dated the 25th June, 1963 relevant to the Examination.

37. In distributing the vacancies between the various quota units, fractions were rounded off in accordance with the procedure explained in para 33 of the previous year's report.

Central Superior Services Examination, 1964

38. The Examination for 1964 was announced on 22nd June, 1964. The written examination commenced on 12th October, 1964, and concluded on 17th November, 1964.

39. Further information on the Central Superior Services Examination of 1963 is given in a tabular form at Appendix 'N' (1).

Selection of the Armed Forces Officers to the Civil Serivce of Pakistan

40. On 8th September, 1964, the Government of Pakistan decided that the annual *ad-hoc* recruitment of five young armed forces officers to the Civil Services of Pakistan shall be discontinued. Accordingly, no such recruitment was made during the year under review.

(*b*) OTHER EXAMINATIONS

Survey of Pakistan (Class I and II) Services Examination, 1963

41. As mentioned in para 41 of the last year's report, the written examination was held in July, 1963. Out of a total of 61 applicants, 54 were admitted to the examination and the number of those who appeared was 39. Only 3 candidates qualified in the written examination against 2 vacancies in Class I and 5 vacancies in the Class II Services. As this number was insufficient, the Commission, in consultation with the representatives of the Establishment Division and the Survey Department, decided that the existing qualifying standard (*viz.*, Mathematics 50% ; all other compulsory subjects 25% ; aggregate 40% and V.V. Test 35%) should be continued for the Class I Service only. Three candidates qualified by this standard. It was further decided to declare the next 12 candidates qualified for the Class II Service by lowering down the qualifying marks as under :—

All compulsory subjects including mathematics	25%
Aggregate	37%
V. V. Test	25%

42. Thus out of 15 candidates who qualified ultimately in the written examination 14 appeared at the Intelligence and *Viva Voce* Tests (5 in Dacca and 9 in Abbottabad). Thirteen candidates (3 for Class I and/or II and 10 for Class II) finally qualified for appointment against 7 vacancies. Of the 3 candidates who qualified by existing standard, 2 were recommended for appointment against 2 vacancies in the Class I Service and only 3 from among the remaining candidates were recommended for appointment against 5 vacancies in Class II according to the Province and Area-wise distribution policy of the Government (*vide* C. P. S. C. Notification No. F. 9/1/62-E.I, dated the 6th May, 1964). As no qualified candidates were available for allotment against the remaining two Class II vacancies in the East Pakistan quota, it was proposed to transfer the two vacancies to the next Survey Examination with the same reservation. The result of the Examination was communicated to Government on 26th September, 1964. Information regarding the number of candidate actually appointed was not received till the close of the year. Some details of the 1963 Examination are given in Appendix 'N' (1).

Next Survey of Pakistan (Class I and II) Services Examination

43. The Rules, etc., for the next examination are in hand for revision in the light of the recent changes and the orders issued by the Government from time to time. The draft of the revised Rules, etc., when finalised by the Commission, will be sent to Government for approval. The Government will, at the same time, be asked to indicate when the Commission would be required to hold the next Survey of Pakistan (Class I & II) Services Examination.

Ministerial Services Examination "A" for Assistants/Upper Division Clerks

44. On the introduction of the Section Officers Scheme in the Central Secretariat in 1959, the Establishment Division advised the Commission that no examination for recruitment of Assistants/Upper Division Clerks should be held until further instructions. Consequently, no such examination has been held by the Commission so far. However, the Commission was recently asked by the Establishment Division to hold an Examination in 1964. The Examination rules have been approved by the Government. The Examination will be held early in 1965.

Ministerial Services Examination "B" (for Lower Division Clerks)

45. Since the implementation of the Section Officers Scheme in the Central Secretariat, the Commission have not held any examination for recruitment of Lower Division Clerks. The rules for this examination too have been approved by the Government. The Examination will be held early in 1965.

Ministerial Services (Stenographers) Examination

46. The last competitive examination for recruitment of Stenographers was held in September, 1962 and the result was announced in March, the following year. Of those who qualified, seventy candidates were recommended by the Commission against an even number of vacancies. In 1964 the Commission have recomended ten more candidates for filling up temporary vacancies in the Ministry of Foreign Affairs. Later, the Commission was asked by the Establishment Division to hold a similar examination in 1964. The Examination has been announced and will be held some time in March, 1965.

Ministerial Services (Stenotypists) Examination

47. The competitive examination for recruitment of Stenotypists was held in August, 1964. 686 candidates applied and 587 appeared. The result of this examination will be communicated to the Government in due course.

48. The examinations referred to above (in paras 44-46) will be held early in 1965, subject to the availability of additional staff to work on each examination separately, otherwise the three examinations might be held contiguously which may then continue till the close of the year 1965.

49. Appendix N (2) shows the position during the year under review.

(*c*) GENERAL TREND IN THE NUMBER AND PERFORMANCE OF THE CENTRAL SUPERIOR SERVICES CANDIDATES

50. As will be evident from the table below, despite the yearly fluctuations the general upward trend in the number of candidates taking the competitive examinations has remained unchanged. The table shows further a general increase, though again highly oscillating, in the percentages of successful candidates over the last 7 years.

Year	No. of candidates taking the examination	No. of candidates finally qualified	Rate of Success %	Year	No. of candidates taking the examination	No. of candidates finally qualified	Rate of Success %
1	2	3	4	5	6	7	8
1951 ..	417	68	16·3	1957 ..	630	168	26·7
1952 ..	486	84	17·3	1958 ..	1,016	264	26·0
1953 ..	385	63	16·4	1959 ..	788	187	23·7
1954 (Jan.) ..	422	81	19·2	1960 ..	1,031	327	31·7
1954 (Dec.). ..	382	69	18·1	1961 ..	771	118	15·3
1955 ..	530	82	15·5	1962 ..	854	303	35·5
1956 ..	676	102	15·1	1963 ..	1,242	266	21·4*
				1964 ..	1,259	—	—

*Largely because of the enhancement of qualifying marks in the written part from 40% to 50%, there was a fall in the precentages of successful candidates in the competitive examination in 1963.

51. Regarding the performances of candidates belonging to various division-groups, the position has remained unchanged. In the 1963 Examination, the result of which came out during the year under review, the 3rd Divisioners showed once again an utterly poor standard of performance, *vis-a-vis* the higher division groups.

52. As stated in our previous report, an over-whelming majority of the candidates taking the competitive examinations are normally qualified in Arts. The Candidates' previous field of training, either in Arts, Science, or Commerce, has evidently little bearing on their relative standard of performance. This is further substantiated by the results of the 1963 Examination which show no spectacular deviation.

53. The region-wise performances of the Central Superior Services Candidates are quite interesting. Among the regions, with candidates numbering over 50, East Pakistan and the former N.-W.F.P. secured equally the highest rates of success in the 1963 Examination. Next in order came the former Punjab and Karachi. Among the regions having only few candidates each, Baluchistan did poorly.

54. A study of the candidates' performance in respect of their marital status shows that the bachelors do much better than those who are married.

55. It is interesting to note that a majority of the East Pakistani candidates who took the 1963 Examination, were either employed or had previous experience of employment. Among the candidates from West Pakistan, the numbers of those employed and those without any employment were nearly even. The Examination results show a better performance in respect of those who were employed or had experiences of employment.

56. As further evident from the results of the 1963 Examination, the candidates' perfomances in relation to their fathers' education are quite striking. Among those whose fathers are educated, the rates of success show an increase in correspondence to the levels of their fathers' education. A similar study of their fathers' income shows that higher the income-group, higher is the candidates' rate of success.

57. It is further interesting to note that the candidates who hail from business or agricultural community have comparatively a lower rate of success than those whose fathers are or have been engaged in other professions like teaching, Government service, legal or medical practice.

58. Mere success in the competitive examination means little unless the candidate is able to secure a good position in order of merit. This is, however, largely dependent on his written performances. Primarily with a view to assessing the general impact of the various universities on the candidates' intellectual ability, a comparative study of their performances in individual subjects (University-wise) in the 1963 Examination has been carried out. The findings of the study though not conclusive are nevertheless suggestive. These are discussed in the Annexure to Appendix 'N' (11).

59. Further details of the candidates' performances in the examination are given in Appendices 'N' (3-11).

(*d*) PERFORMANCES OF CENTRAL SUPERIOR SERVICES CANDIDATES ON INTELLIGENCE PERSONALITY AND GROUP PERFORMANCE TESTS AND IN *VIVA VOCE*

60. The Performance of the Central Superior Services candidates on the Intelligence, Personality and Group Performance Tests and in *Viva Voce* and Written Examination is presented in tabular form at Appendices 'N' (12—17). (Detailed marks of 13 candidates examined at London could not be made available for inclusion in the Tables).

Significance of the Patterns of the Candidates' Performance on the Psychological Tests

61. A study of these tables suggests a number of questions regarding the particular patterns of the candidates' performance on the tests intended to assess their intellectual capacities and personal as well as social characteristics. These questions carry significant implications for those concerned with the problems of the development, assessment and utilisation of the human resources of the nation.

SECTION III

PROBATIONARY EXAMINATIONS (FOR THE HIGHER SERVICES)

Civil Service of Pakistan Probationers (Final Passing Out) Examination, 1964

62. The Final Passing Out Examination and Re-Examination of 29 Civil Service of Pakistan Probationers (25 of the 1962 and 1 of 1959 batches and 3 Military Officers recruited on *ad-hoc* basis) was held in May, 1964. All the 29 Probationers were Present at the examination. The qualifying marks were fixed at 50% in law subjects, 45% in other subjects in which books were not supplied to the Probationers at the Examination, and 50% in the aggregate. Of the 28 Probationers (including 3 Military Officers) belonging to the 1962 batch only 14 qualified (including 2 Military Officers). The Probationer of the 1959 batch also qualified. The result was communicated to the Government on 3rd August, 1964.

Civil Service of Pakistan Probationers (Intermediate) Examination and Re-Examination (June) 1964

63. The Intermediate Examination and Re-Examinations of the 36 Civil Service of Pakistan Probationers (31 Probationers of the 1963 batch and 5 Probationers of 1962 batch) was held at Lahore and Dacca in June, 1964. One Probationer remained absent. Of 35 Probationers who took the examination, only 9 came up to the required standard. 6 Probationers were awarded grace marks and allowed to pass. The remaining 20 Probationers failed to qualify. The result was communicated to the Government on 16th November, 1964.

Pakistan Foreign Service (Final Passing Out) and French Interpretership Examination and Re-Examination, 1964

64. The written portion of the Final Passing Out and Interpretership Examination in French (including oral part thereof) in respect of 5 Probationers of 1961 batch was held at Karachi in June/July 1964. All were present. Three of them reached the required standard. While the remaining two were awarded grace marks and allowed to pass.

65. The *Viva Voce* of these 5 Probationers was held at Karachi on 17th July, 1964, with the assistance of a departmental representative. The qualifying mark was fixed at 40% of the maximum. All of them fulfilled the required standard. The result was communicated to the Government on 4th September, 1964.

66. The re-examination of 3 Probationers (failures of previous batches 1954, 1957 and 1960) was held at Rio de Janeiro (Brazil) and Karachi simultaneously with the main examination at Karachi. The Probationer of 1960 batch was to be re-examined in International Economic Relations and the other two were to be re-examined in French Interpretership. One Probationer (of 1957 batch) absented himself from the examination and the rest qualified.

Police Service of Pakistan (Final Passing Out) Examination and Re-Examination, 1963

67. The result of Final Passing Out Examination and Re-examination of 14 Police Service of Pakistan Probationers (6 of 1962, 7 of 1961 and 1 of 1959 batches) which was held in November, 1963, was communicated to the Government on 20th March, 1964.

68. The result of 5 Probationers of 1961 batch who were re-examined at Lahore in January, 1964 was also communicated to the Government on 28th March, 1964.

Finance Services Probationers (Final Passing Out) Examination (November), 1963

69. As reported, *vide* para 57 of the last year's report, out of 43 Probationers 41 appeared at this examination. The written Part and oral (Language) Examination of the Probationers was held at Lahore from 4th November, 1963 to 9th November 1963. Their Viva Voce Tests were held at Lahore from 11th to 16th November, 1963. Twenty-four Probationers passed in all the subjects including Viva Voce Test for F.P.O. Examination with or without the award of grace marks. Two Probationers passed in the written examination but failed in Viva Voce Test. Fourteen Probationers could not come upto the required standard in one or more paper(s) of the written and/or oral examination but passed in the Viva Voce Test. One Probationer who did not appear for his Viva Voce Test also could not come upto the required standard in two papers and aggregate of the written examination. The result was communicated to Government on 6th April, 1964.

Finance Services Probationers (Final Passing Out) Examination and Re-examination 1964

70. The examination of 34 Probationers (1 of 1958, 3 of 1961 and 30 of 1962 batches) and re-examination of 19 probationers (2 of 1958, 1 of 1960 and 16 of 1961 batches) was conducted by the Commission in Lahore early in October, 1964.

71. One probationer was exempted from appearing in Book-keeping and Accountancy as this subject had not been taught to him at the Finance Services Academy. The exemption was allowed on the suggestion made by the Ministry of Finance referring to previous cases of 13 Pakistan Taxation Service Probationers who had been granted exemption in Book-keeping as it was not taught to them at the Academy.

72. Of the 19 Probationers who were to be re-examined, 17 appeared—8 out of 9 at Lahore, 3 out of 4 at Dacca, 4 at Karachi and 2 at Chittagong.

Next Finance Services Probationers (Final Passing Out) Examination and Re-Examination

73. According to a recent proposal of the Ministry of Finance, the Final Passing Out Examination may normally be held in September/October every year and re-examination of the failed probationers within four months after the Final Passing Out Examination. The Final Passing Out Examination and Re-Examination was held in October, 1964 and as such Re-examination of the failed probationers, if any, may be held in February, 1965 provided the result of the Final Passing Out Examination and Re-examination is finalised and communicated to the Government and necessary information required for the conduct of the next Re-examination is made available by the Ministry of Finance/Finance Services Academy, well in advance of the date of commencement of the next Re-examination.

74. The next Final Passing Out Examination may be held in September/October, 1965 provided necessary information required for holding the Examination is made available by the Ministry of Finance or Finance Services Academy sufficiently in advance of the date of commencement of the examination.

Section Officer Probationers Terminal Examination, 1964

75. The Terminal Examination for the Section Officer Probationers appointed on the results of the Section Officer Examination, 1960, was scheduled for January, 1964. The syllabus for this Examination was supplied to the probationers concerned and arrangements for the conduct of this Examination was under way at the close of the year, 1963.

76. The syllabus comprised the following subjects, carrying in the aggregate a maximum of 1,000 marks, distributed among the various subjects as under :—

Name of the subject	Maximum Marks
1. Organisation & Machinery of Government	75
2. The Services	75
3. Secretariat Procedure	100
4. Financial Rules Paper—I	75
Paper—II	75
5. Noting & Drafting Paper—I	100
Paper—II	100
6. Public Administration	150
7. Economic Development	150
8. Human Relations	100
Total ..	1,000

77. The qualifying marks fixed for the Examination were 40% in individual subjects and 45% in the aggregate. Grace marks upto 5% of the maximum marks of a subject were to be awarded to those who failed in one or two subjects (but not more) provided they secured 45% marks in the aggregate.

78. The Examination was held at Rawalpindi and Karachi Centres, simultaneously from 7th January, 1964 to 14th January, 1964. Forty-eight Section Officer Probationers were to take the Examination. Ten of these Probationers were posted to various other Central Superior Services on the basis of other competitive examinations, and five more absented themselves from the Examination. Thirty-three candidates appeared at the Examination, 18 at Rawalpindi and 15 at Karachi Centres. Out of 33 probationers, who appeared in the Examination, 18 probationers, reached the qualifying standard. Eight more probationers were allowed to pass with grace marks and seven failed to pass the Examination. The result was sent to the Government on 30th March, 1964.

Section Officer Probationers Terminal Examination and Re-Examination, 1964

79. The Section Officer Probationers Terminal Examination and Re-Examination, 1964 was held at Rawalpindi and Karachi Centres from 13th July 1964. In this Examination 12 probationers were to appear, 5 being those who had been absent and 7 who had failed to qualify in the preceding Terminal Examination. Out of 5 probationers absenting in the previous Examination, 2 were no longer employed as Section Officers and one had died. In all 9 Probationers appeared, 6 at Rawalpindi and 3 at Karachi Centres. There was no change in the syllabus.

80. Out of the two probationers, who appeared in all subjects (being absent from the previous Examination), one qualified. The number of qualified candidates of the Re-examination batch was 6. The result was communicated to the Government on 27th August, 1964.

81. Details of the probationary examinations are available in Appendices 'N' (18 & 19).

Next Section Officer Probationers Terminal Examination and Re-Examination

82. It is proposed to hold another Terminal Examination and Re-Examination of the Section Officers who were appointed on the results of the Section Officers Examination, 1960, but failed in the previous Terminal Examination and also of those appointed on the results of the Central Superior Services Examination, 1961. The examination syllabus for the 1961 batch is under preparation.

SECTION V

RECRUITMENT BY METHOD OF INTERVIEWS

Pressure of work

100. During the year under review, the Commission remained, as usual, heavily engaged in the selection of candidates by this method for various services and posts of the Central Government. Details are given in Appendices ' C '— ' F '.

101. During this year, the Commission dealt with 596 recruitment cases including 301 cases of the preceding years. In the first half of 1964, the Commission was fully occupied with the *Viva Voce* Tests of Central Superior Services candidates. Despite this heavy pressure, interviews for selection to *ad-hoc* posts were simultaneously carried out in a number of cases. Besides, as in the previous year, the Commission constituted single Member Committees, assisted by Departmental Representatives for the disposal of interview for Class II posts.

102. The Commission, during the period under report received 3270 applications and called 1978 candidates for interview at different Centres—*viz.* Karachi, Lahore, Peshawar, Abbottabad, Dacca and Chittagong. A statement showing the number of interview schedules during the year is shown in Appendix ' N ' (22). 268 cases were finalised by the Commission. In 20 cases candidates were recommended from the " Reserve List " (*vide* Appendix ' G ').

103. The " Reserve List ", which the Commission now maintain, relates to individual posts in the Ministries and Divisions concerned. On the completion of interview, a list of successful candidates in order of merit is prepared and the candidate topping the list is invariably recommended for appointment. In the event of his failure to accept the appointment or of vacancy caused subsequently against the same post, the Commission, without resorting to further advertisement, recommend the next suitable candidate from such list. The Reserve List is tenable for a period of one year only.

104. This is no doubt a time-saving device ; but the Commission at the same time feel the need for further acceleration of recruitment work in the best interest of the Government and this, they believe, can be largely brought about if the scope of existing " Reserve List " method is widened further. With this end in view, the Commission, as stated in our previous report, had drawn up a scheme in 1962 for the grouping of all isolated posts in the Government on the basis of their identical functions and also the standardisation of qualifications for each such group. It was the intention of the Commission to advertise the various categories of posts once a year only and maintain a register of eligible candidates for each. It was further envisaged that the Commission, on receipt of requisitions, were to make recommendation straight from the relevant register common to all Ministries and Divisions.

105. However, the success of this scheme depended largely on the active cooperation of the Ministries/Divisions concerned and they were accordingly requested by the Commission to furnish necessary details of their requirements. Their response has been so far utterly disappointing.

Where difficulties encountered

106. In a number of cases, the Commission were not able to recommend any candidate or candidates upto the required number. The posts of Assistant Divisional Engineer, Telegraph and Telephone Department ; Medical Officer, T. B. Centre ; Electronic Technicians, Post-graduate Medical Centre ; Biologist, Marine Fisheries Department ; Plant Physiologist, Pakistan Forest Institute ; Nautical Instructor, Nautical Surveyor, Mercantile Marine Academy and Official Reporters (English), National Assembly are only a few examples of this nature.

107. In view of the paucity of qualified candidates for certain highly technical posts, the Commission have often stressed the need for recruiting those having the basic academic qualifications and making the requirements of training and experience desirable as far as practicable.

108. In certain cases, poor response to the advertisements was mainly due to the scale of pay prescribed, which was too low to attract suitable candidates for the posts.

109. In order to secure the best available talent, the Commission recommended, where so provided, higher starting salary for the deserving candidates. Appendix 'H' enlists the cases in which higher initial salaries were recommended by the Commission during the year under review.

Major Recruitment cases

110. As stated in paragraph 69 of last year's report, the interviews of the candidates for various Class I and Class II posts in Geological Survey of Pakistan were completed at all the centres by the middle of December, 1963. The regional allocation of the vacancies was not made available to the Commission after the process of interviews had been completed by the Commission. However, the Commission made the allocations according to Recruitment Policy and conveyed their recommendations to Government for Class II posts. The Department did not accept the allocation made by the Commission and asked for revision of the Commission's recommendations according to the distribution of posts made by the Department, which had subsequently been furnished by the Department. In view of the objection made by the Department regarding allocation of posts, the Commission held up communication of their recommendations for Class I posts. After a protracted correspondence, the Commission decided to recommend candidates for Class II posts in accordance with the distribution of posts supplied by the Department. Later, a letter was received from the Ministry intimating quite a different allocation, which did not agree with the one furnished by the Department, but was nearer to the allocation made by the Commission earlier. The Ministry also furnished the distribution of Class I posts. The Ministry requested that the Commission's recommendations should be made according to the allocation furnished by the Ministry.

111. The Commission's recommendations, in case of both Class I and Class II posts, were delayed for lack of information regarding distribution of posts.

112. The other major recruitment for one single Division, which continued during 1964, related to the Planning Commission (*vide* paragraph 70 of the previous year's report). In most of the cases the process of interviewing the candidates had been completed. But a number of alterations were made by the Planning Division, in their original requirements, by increasing or decreasing the number of posts, changing some of the designations and qualifications and withdrawing some posts. Besides, the most important factor that has held up this recruitment, after the process of interviews had been completed, is the lack of information regarding distribution of the posts. Unfortunately, this vital information was not made available to the Commission. Consequently, the Commission could not finalise their recommendations during the year under report.

Appointments on ad-hoc basis

113. According to clause 4(*b*) of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations, 1953, *ad-hoc* appointments by the Ministries/Divisions are admissible upto a period of six months, provided the Commission have failed to recommend a candidate within ten days after being asked to do so. The Rule also prohibits the continuation of such an *ad-hoc* appointee in the existing or any other post beyond the stipulated period unless prior approval of the Commission has been obtained.

114. During the year under review, quite a large number of posts were filled in the above manner and the Commission allowed their continuation on an *ad-hoc* basis till the Commission's own nominees were available after advertisements (details at Appendix 'I').

Preselection of candidates for interview

115. The preselection of candidates for interview is one of the important and difficult tasks in the process of recruitment. At this stage, the Commission consider invariably all the applications received by them. In certain cases where the number of applications is appreciably large, the Commission, while considering most carefully each and every applications prefer to interview only those whom they find, on paper qualification, most suitable for appointment. Thus the number of candidates called for interview in some cases is reduced to a reasonable extent keeping in view the requirements of the posts, as specified by the requisitioning authorities.

Measures to Expedite Recruitment

116. In order to expedite the finalisation of recruitment cases, the Commission adopted the following measures :—

(*i*) The Commission utilised their Reserve List and recommended candidates for similar or identical posts wherever possible.

(*ii*) The Commission set up single Member Committees, assisted by Departmental Representatives, for interviewing the candidates for Class II posts.

(*iii*) In cases where the number of applicants was appreciably large as compared to the number of posts, the Commission called only those for interview whom they considered *prima facie* most suitable for appointment.

(*iv*) Before making preselection of candidates to be called for interview, the Commission got the qualifications etc., of candidates, as stated in their application, checked by their Educational Consultant who joined the Commission's office during the year under report.

(*v*) Special instructions were issued requesting Ministries and Departments of the Central as well as of the Provincial Governments to forward, alongwith applications, the Character Rolls of the candidates in Government service, for the Commission's perusal so that the Commission's recommendations could be finalised and conveyed to Government soon after the interviews of candidates were over.

Regarding submission of Character Rolls of departmental candidates it may be mentioned that the Ministries/Divisions are still delaying submission of Character Rolls which holds up the finalisation of recruitment even after all the interviews are completed. This is one of the main reasons which delay the work of the Commission.

117. Some additional information on recruitment work has been shown at Appendix 'J'.

SECTION VI

RECRUITMENT POLICY (OBSERVANCE OF THE REGIONAL QUOTAS)

118. As required under the Establishment Division Memo. No. 1/4/64-DV, dated the 27th May, 1964, it is the responsibility of the Ministries and Departments (administratively concerned with the Central Services/posts to which recruitment is made through the Commission) to apply the provisions of recruitment policy and to inform the Commission of their requirements according to the prescribed provincial/regional quotas.

Regulary Constituted Services

119. In case of Regularly Constituted Services [Central Superior Services and Survey of Pakistan (Class I and II)] 20% of the vacancies are reserved for recruitment on the basis of merit and the remaining 80% of the vacancies are distributed over the provinces/areas in the following manner :—

East Pakistan	40%
Areas comprising Former Punjab and Bahawalpur State	23%
Karachi	2%
Areas comprising Former Sind Khairpur, N.W.F.P. and Frontier States, and Tribal Areas; Baluchistan States, and Tribal Areas Azad Kashmir and Kashmir Refugees	15%

120. However, recruitment to the vacancies in the Postal Superintendents Service Class II, occurring in a province shall be made from amongst the candidates domiciled in the province concerned and if any vacancies in the Survey of Pakistan Services, reserved for a region cannot be filled by reason of failures of the candidates to pass the qualifying standards, such vacancies will be filled on pure merit from among candidates who pass that standard.

121. The allocations of Regularly Constituted Services made during the current year related to the Central Superior Services and Survey of Pakistan (Class I and II) Examinations held in 1963 and covered Class I/Central Superior Services and Class I and II Survey of Pakistan Services. The Commission have not so far received any information with regard to the actual appointments made by the Government. Allocations to Class II Central Superior Services are being made.

122. The relevant data in connection with the allocation of vacancies mentioned in para 121 are given below :—

(i) *Central Superior Services Examination*, 1963

Services	Number of vacancies in Class I Services	Merit all Pakistan basis 20%	East Pakistan Quota 40%	West Pakistan Quota 40 %			Remarks
				Punjab 23%	S/N.W.F.P. etc. 15%	Karachi 2%	
1	2	3	4	5	6	7	8
CSP/PFS	38	8	15	9	6	..	Allocation of 44 vacancies to East Pakistan and 42 vacancies to West Pakistan quota this year is due to the adjustment of fractional deficiencies from the Central Superior Services Examination, 1962. Adjustment of debit and credit fractions will continue in subsequent Examinations.
PSP	8	1	4	2	1	..	
PAAS	15	3	6	3	2	1	
PRAS	3	1	1	1	..	..	
PMAS	2	..	1	1	..	..	
PTS	10	2	4	3	1	..	
PC&ES	4	1	2	1	..	..	
PPS. Cl. I	5	1	2	1	1	..	
PML & CS	2	..	1	1	..	..	
S.O.	20	4	8	5	3	..	
Total ..	107	21	44	27	14	1	
Grand Total ..	107	21	44	42			

Central Superior Services Examination, 1963

1. AITO—40 and 1 carried from 1962 Examination for E. Pak. quota.	40 1 —— 41 ——	Allocation to Class II posts has not been finalised : 2. PPSS—W.P.-3 .. and 1 carried from 1962 Examination for Punjab quota East Pakistan ..	 3 1 4 —— 8 ——

(ii) *Survey of Pakistan* (*Class I and II*) *Services Examination*, 1963

	Class I	Class II
Total number of vacancies	2	5
Number filled on merit on all Pakistan basis ..	1	..
Number filled on the basis of Regional quota:		
(a) West Pakistan		
(i) Punjab		1
(ii) Sind		1
(b) East Pakistan	1	1

123. The difficulties experienced by the Commission in implementing the Recruitment Policy and the procedures adopted by them for overcoming their difficulties and for ensuring the best possible distribution of vacancies relating to Central Superior Services in conformity with the Regional quota, were explained in para 33 of the Commission's Annual Report for 1963. The difficulties experienced by the Commission in observing the regional quota with regard to Survey of Pakistan (Class I and II) vacancies of 1963 have been discussed in para 42 of the current year's Reoprt.

Recruitment by Interview

124. With regard to *ad-hoc* recruitment which constitute more than two-thirds of the appointments under the Central Government, the Ministries/Departments did not specify the region-wise distribution of posts in a number of cases and the Commission made it a point to insist on this requirement before issuing the advertisements. In some cases, where posts had already been advertised, and even interviews had been held, recruitment could not progress further for lack of information regarding distribution of posts. In some other cases the Ministries/Departments changed the regional allocation of posts, after the posts had been advertised by the Commission. This, *inter alia*, necessitated the cancellation of the Commission's previous advertisements, the refund of fee to candidates rendered ineligible by virtue of domicile, and consequently delayed the recruitment considerably.

125. It has been the endeavour of the Commission to recommend candidates according to the regional distribution of posts supplied by the requisitionin

authorities. In most of the cases, where the Commission could not make recommendations according to the prescribed regional distribution, due to the non-availability of suitable candidates, they suggested re-advertisement of the posts, with reservation for the province/area for which the posts were originally earmarked. However, in a few cases, where suitable candidates were not forthcoming from the specified areas, the Commission had to recommend qualified candidates available from other areas. It is presumed that the Ministries concerned will keep in view the deficiencies in regional representations while forwarding their requisitions to the Commission in future, indicating regional quotas, in conformity with the recruitment policy of the Government.

126. The following chart together with explanatory remarks will show how far the requirements of the regional quota, as furnished by the Ministries/Departments, could be fulfilled in respect of the posts, for which the Commission had made recommendations during 1964 :—

IMPLEMENTATION OF THE RECRUITMENT POLICY—REGIONAL QUOTA:

Total number of posts against which Commission made recommendations during 1964	Total Number of candidates actually recommended in 1964	Posts to be filled on all Pakistan basis *i.e,* on Merit	Candidates recommended on all Pakistan basis *i. e,* on Merit	Allocation of Regional Quota				Number of posts for which suitable candidates were not available		
				East Pakistan Quota	Number of candidates Recommended	West Pakistan Quota	No. of candidates recommended	Merit	East Pakistan	West Pakistan
1	2	3	4	5	6	7	8	9	10	11
704	540	236	191	247	163	221	186	45	84	35
						ZONAL BASIS MERIT				ZONAL BASIS MERIT
						45	39			6
						PUNJAB AND BAHAWALPUR				PUNJAB AND BAHAWALPUR
						98	80			18
						SIND, N.W.F.P. BALUCHISTAN, ETC.				SIND, N.W.F.P. BALUCHISTAN, ETC.
						69	48			21
						KARACHI				KARACHI
						9	19			10

Explanatory Remarks (*vide* : P. 26)

EXPLANATORY REMARKS

That the number of posts allotted to MERIT QUOTA was the largest. The main reason for this was that in a majority of cases requisitions were received from the Ministries/Departments for individual posts to be filled on all Pakistan [illegible] posts, which were originally reserved [illegible] suitable candidates could not be found [illegible] quotas, in conformity with the recruitment [illegible] it, as desired by the Ministry [illegible]

126. The following chart together [illegible] how far the requirements of the [illegible] Departments could [illegible] In a number of cases, the Commission could not find suitable candidates for a number of posts on account of the shortage of candidates who fulfilled the requisite qualifications. Thus the number of candidates recommended remained less than the actual requirements.

In the case of non-availability of candidates from a particular region the posts were re-advertised as reserved for the same region. Whenever the re-advertisement failed, the vacancies were filled on the basis of open competition.

As regards the difference of figures between East Pakistan and West Pakistan quotas, etc., it may be pointed out that the figures reserved for particular areas/provinces are furnished by the Ministires/Departments concerned, keeping in view the over all existing position, deficiencies/excesses, etc., and the necessity of bringing about parity in the Services.

In a few cases, where suitable candidates were not forthcoming from the specified areas, the Commission had to recommend candidates from the other areas (*e.g.* Karachi candidates were recommended against other areas of West Pakistan or against East Pakistan). The Commission, however, impressed upon the Ministries, etc., that the deficiencies from particular regions should be made good in future recruitments.

Observations on the regional quota

127. By virtue of the provisions made by Article 240 of the Constitution, the regional quota for the recruitment to the services as they existed immediately before the commencing day shall continue to apply until the expiration of a period of ten years after that date. The constitutional guarantee for maintaining the regional quota for recruitment to the services, will, therefore, continue till the end of February, 1972.

128. The Recruitment Policy of the Government is therefore likely to come up for review soon after 1970, *i.e.*, at the commencement of the 4th Plan. It would perhaps be difficult to justify the continuance of the quota system in its present form, after 25 years of independence. As far as can be foreseen a revision of the present system, progressively increasing the proportion of the vacancies to be filled by open competition, and decreasing the regional quotas, is likely to be the basis of the future policy. In this way, reservations of quotas in the services would gradually disappear towards the end of the 4th Plan or the beginning of the 5th. A long term projection of the Government policy on this question seems to be necessary so that the regions for whose benefit the quota system was introduced, may be provided with better facilities for education and training well in advance, to develop local talents in order to enable them to compete successfully in the open competition, by the time the reservation of quotas is discontinued.

129. A sample survey was undertaken by the Chairman of some of the educational institutions situated in the outlying areas with a view to assess the potentialities of the College students to compete successfully in the examinations conducted by the Commission. The attitude of the students was generally found to be indifferent, resulting from lack of confidence and low standard of education obtainable in those regions. It was surprising to find the amount of despondency prevailing even amongst the teachers regarding the capability of their pupils *vis-a-vis* those hailing from comparatively advanced regions. Facilities for teaching, tutorials, libraries, etc. available in those institutions appear to be inadequate for higher studies. In one institution, the Principal left on transfer three months ago, but the place was still vacant. There was no arrangements for coaching meritorious boys, with a view to improve their ability to compete successfully in the open competitive examination.

130. It is difficult to believe that the whole generation of young men of a particular region is so dull and unenterprising that they must remain perpetually behind the rest of the country and that nothing can be done to improve their quality. Special measures calculated to develop human resources in the backward areas should be an integral part of the man-power planning for the future.

SECTION VII

STANDING EQUIVALENCE COMMITTEE

(RECOGNITION OF FOREIGN DEGREES)

131. As reported last year, the Inter-University Board of Pakistan has set up a standing equivalence Committee to tender advice on questions of equivalence of foreign degrees and diplomas referred to it. The Commission is represented on this Committee by its Member, Mr. A. F. M. Abdul Haq, M.A., Dip. Ed. (Leeds).

EXPLA[...]

That the number of posts ... main reason for this was ... from Ministries/D... basis (...

SECTION VIII

SERVICE MATTERS

Appointments

132. During the year under report, 38 cases of appointments were referred to the Commission, 3 cases of appointments which were pending since last year were also dealt with by the Commission. One big case involving appointments for Class I and Class II posts in Settlement Organisation could not be disposed of due to non-availability of character rolls of the officers concerned from the Ministry.

133. Reference para 12 of the Memorandum to the Commission's Annual Report for the year 1963. The Establishment Division has informed that the officers responsible for making 19 irregular appointments to the posts of Research Investigators have been warned for the serious lapse on their part.

... quotas, etc., it may be po... provinces are furnish... view the over all ... of bringin...

134. [illegible] ...were referred to the Commission for advice ... Provincial Service Officers for posts in the cadre of Civil Service of Pakistan and superior posts ... Listed Posts ... Police Service of Pakistan. Of the 20 cases of last year, the Commission tendered advice in all the 20 cases. Sixteen cases pertaining to current year were pending with the Commission at the close of the year for want of one information or the other from the referring Ministries/Divisions/Offices.

135. Cases to determine the suitability for regular retention as Section Officers of 89 persons appointed to that grade by promotion from Class II posts and of those who could not pass the Serving Section Officers' Examination were also referred to the Commission during this year. Of 89 Section Officers the Character Rolls of only 35 Section Officers were complete and up-to-date. The Commission had been trying to obtain complete and upto date Character Rolls of the remaining Section Officers. Later the Government informed that the cases of 5 Section Officers out of 89 Section Officers were no longer to be considered by the Commission as they had already been retired under Government Servants (Further Usefulness in Public Service) Rules. However, the cases of 35 Section Officers whose Character Rolls were complete and up-to-date were duly finalized by the Commission, during the year under report.

136. The Commission are still experiencing difficulty in disposing of cases of promotions because the referring Ministries do not furnish complete information and/or up-to-date Character Rolls.

137. The Commission in November, 1961 requested the Government to lay down procedure to be followed in preparing "Fit" lists and in making confirmation of provincial service officers to the listed posts.—The Commission in March, 1963, also advised that the candidates' suitability for appointment to a Superior post could always be better assessed by an interview Board especially when more than one candidate with more or less similar Character Rolls were competing for one post. The Commission further advised that the method of interview may also be included in the 'Principles' to be followed in preparing "Fit" lists, in consultation with the Commission. As the Government could not lay down the principles so far, the Commission returned the pending cases of promotion of Provincial Service Officers to Superior posts. The matter was, however, still under consideration of the Government till the close of the year.

Monthly Returns

138. In order to check violations of the statutory necessity to consult the Commission in regard to Appointments/Promotions/Recruitment Rules/Disciplinary cases, etc,, etc., the Establishment Division had in their Office Memorandum Nos. 11/3/58-E. II, dated the 12th May, 1958 and 3/15/56-D. III, dated the 3rd February, 1964, issued instructions to the effect that all Ministries/Divisions, etc., should furnish to the Central Public Service Commission monthly returns in the prescribed form. The details of irregularities detected are shown at Appendices 'K' & 'L'.

Recruitment Rules for Central Services/Posts and Ex-cadre Posts

139. The Commission, during the year under report, received 63 cases relevant to Recruitment Rules (Method of Recruitment) to various posts and services and exclusion of posts from regular cadres. The Commission also considered 20 cases pending from last year, and in all they tendered their advice in 69 cases.

140. Among others, the Commission tendered their advice in the following important cases:—

(*i*) Central Secretariat Services, Class I Recruitment Rules.

(*ii*) Police Service of Pakistan (Composition and Cadre) Rules.

(*iii*) Police Service of Pakistan Recruitment Rules.

(*iv*) Recruitment Rules for Class I and II Technical and Economic posts in the Planning Division.

(*v*) Central Information Service of Pakistan.

141. The Service or Recruitment Rules, *inter alia*, lay down method of recruitment, qualifications and other conditions including future prospects that may be open to candidates. The need for framing comprehensive Service Rules was stressed, in the interest of the Services as well as of the candidates, in paragraph 75 of the last year's Report. For many a case, the Ministries were unable to frame the relevant recruitment rules. Further, certain qualifications and conditions specified for a number of posts to be filled through the Commission had to be referred back to the requisitioning authorities for elucidation which retarded the progress of recruitment for lack of proper Recruitment Rules. The presence of Recruitment Rules will obviously help expedite recruitment cases by saving a lot of time and labour at present spent in correspondence. Thus need for framing Recruitment Rules, on which qualifications and other conditions for services and posts should be based, becomes all the more imperative.

142. When posts are advertised on *ad-hoc* basis, generally the candidates are in dark about their future prospects and other terms and conditions of service. To attract good candidates for employment under Government, it is necessary to tell them what their future prospects are in Government service. The incentives of a career service are therefore missing in such cases. This can be done only if service-rules for all the posts under Government are framed in advance.

143. The Commission come across a number of irregular appointments and misfits. Absence of Service Rules is one of the main reasons for such irregularities. The Commission are fully convinced that once service rules have been framed for all the posts, the irregularities in making appointments will be removed to a greater extent because it will be difficult to contravene duly notified rules. Service rules can also help the Departments in making some forward planning to meet out their requirements.

SECTION VIII

SERVICE MATTERS

Appointments

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Promotions

134. During the year under report 46 cases of promotions were referred to the Commission for advice including confirmation of Provincial Service Officers against Listed Posts in the cadre of Civil Service of Pakistan and superior posts in the Police Service of Pakistan. Of the 20 cases of last year, the Commission tendered advice in all the 20 cases. Sixteen cases pertaining to current year were pending with the Commission at the close of the year for want of one information or the other from the referring Ministries/Divisions/Offices.

135. Cases to determine the suitability for regular retention as Section Officers of 89 persons appointed to that grade by promotion from Class II posts and of those who could not pass the Serving Section Officers' Examination were also referred to the Commission during this year. Of 89 Section Officers the Character Rolls of only 35 Section Officers were complete and up-to-date. The Commission had been trying to obtain complete and upto date Character Rolls of the remaining Section Officers. Later the Government informed that the cases of 5 Section Officers out of 89 Section Officers were no longer to be considered by the Commission as they had already been retired under Government Servants (Further Usefulness in Public Service) Rules. However, the cases of 35 Section Officers whose Character Rolls were complete and up-to-date were duly finalized by the Commission, during the year under report.

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138. In order to check violations of the statutory necessity to consult the Commission in regard to Appointments/Promotions/Recruitment Rules/Disciplinary cases, etc,, etc., the Establishment Division had in their Office Memorandum Nos. 11/3/58-E. II, dated the 12th May, 1958 and 3/15/56-D. III, dated the 3rd February, 1964, issued instructions to the effect that all Ministries/Divisions, etc., should furnish to the Central Public Service Commission monthly returns in the prescribed form. The details of irregularities detected are shown at Appendices 'K' & 'L'.

Recruitment Rules for Central Services/Posts and Ex-cadre Posts

139. The Commission, during the year under report, received 63 cases relevant to Recruitment Rules (Method of Recruitment) to various posts and services and exclusion of posts from regular cadres. The Commission also considered 20 cases pending from last year, and in all they tendered their advice in 69 cases.

140. Among others, the Commission tendered their advice in the following important cases:—

(*i*) Central Secretariat Services, Class I Recruitment Rules.

(*ii*) Police Service of Pakistan (Composition and Cadre) Rules.

(*iii*) Police Service of Pakistan Recruitment Rules.

(*iv*) Recruitment Rules for Class I and II Technical and Economic posts in the Planning Division.

(*v*) Central Information Service of Pakistan.

141. The Service or Recruitment Rules, *inter alia*, lay down method of recruitment, qualifications and other conditions including future prospects that may be open to candidates. The need for framing comprehensive Service Rules was stressed, in the interest of the Services as well as of the candidates, in paragraph 75 of the last year's Report. For many a case, the Ministries were unable to frame the relevant recruitment rules. Further, certain qualifications and conditions specified for a number of posts to be filled through the Commission had to be referred back to the requisitioning authorities for elucidation which retarded the progress of recruitment for lack of proper Recruitment Rules. The presence of Recruitment Rules will obviously help expedite recruitment cases by saving a lot of time and labour at present spent in correspondence. Thus need for framing Recruitment Rules, on which qualifications and other conditions for services and posts should be based, becomes all the more imperative.

142. When posts are advertised on *ad-hoc* basis, generally the candidates are in dark about their future prospects and other terms and conditions of service. To attract good candidates for employment under Government, it is necessary to tell them what their future prospects are in Government service. The incentives of a career service are therefore missing in such cases. This can be done only if service-rules for all the posts under Government are framed in advance.

143. The Commission come across a number of irregular appointments and misfits. Absence of Service Rules is one of the main reasons for such irregularities. The Commission are fully convinced that once service rules have been framed for all the posts, the irregularities in making appointments will be removed to a greater extent because it will be difficult to contravene duly notified rules. Service rules can also help the Departments in making some forward planning to meet out their requirements.

144. In 1949 the Establishment Division at the instance of the Commission had issued a circular letter stressing on the need for framing the Rules for all services and posts. The Commission regret to say that much attention has not been paid to this work with the result that in majority of cases no service rules exist. The delay in the formulation of service rules is also due to the reason that in 1961 a ban was imposed on the framing of these rules till the recommendations of the pay and Services Commission are finalised.

145. The Establishment Division *vide* their Office Memorandum No. 8/35/60-DV, dated the 5th March, 1964, have since lifted the ban, it is therefore, desirable that the work of framing of rules should be taken in hand. The Commission recommend that special measures may be adopted by the Ministries/Divisions to finish the job as early as possible.

146. The Commission would be prepared to render every assistance to Ministries/Divisions in formulation of these rules. If the Government agree, an Officer on Special Duty may be appointed in the Commission, who may go round to the Ministries/Divisions and render them all possible help in expediting this work. The Commission are hopeful that if special steps are taken in this regard, it will be possible to complete this work within a year's time.

147. The proposal contained in the preceding para will curtail a lot of unnecessary correspondence with Ministries/Divisions and will help to bring uniformity in rules for similar posts and to co-ordinate the whole job.

148. With reference to paragraph 88 of the last Year's Report the proper detailed Recruitment Rules for Pakistan Medical Service, Class I were awaited till the close of the current year from the Health Division.

Disciplinary Cases

149. 5 Disciplinary cases were referred to the Commission during the year under report. The Commission tendered its advice in all the five cases. The advice of the Commission in 2 cases was accepted by the Government while in 3 cases the outcome of the Commission's advice was awaited till the close of the year.

Appeals, Memorials and Representations

150. 22 Cases of Appeals, Representations, etc., were received in the Commission during the year under report and 20 cases were disposed of by the Commission during the year. The Commission also disposed of two cases of the last year.

With-holding of Additional Pension

151. 4 Cases regarding the with-holding of Special Additional Pension were received during the year under report. 3 cases were disposed of by the Commission during the year, while in the other case necessary information was still awaited from the Ministry concerned. Acceptance of the Commission's advice in 2 cases has since been received, while the outcome of Commission's advice in one case was awaited till the close of the year.

152. The Commission also disposed of one case of the last year.

Grant of Extra-ordinary Pension

153. 2 cases for the grant of Extra-ordinary Pension were received during the year under report and the advice of the Commission in both the cases was

communicated to the Government. Acceptance of the Commission's advice in one case had been received while in the other case the outcome of the Commission's advice was awaited till the close of the year.

Seniority

154. 4 cases involving seniority of Government Servants were referred to the Commission during the year under report. The Commission gave their advice in one case while in 3 other cases certain information, which was required by the Commission, was still awaited from the Ministry concerned. The Commission also tendered its advice in 3 cases pending from last year.

Compulsory Retirement

155. 7 cases of compulsory retirement under Note I below Article 465-A of the Civil Service Regulations were received during the year under report and the advice of the Commission in all the cases was communicated to the Government. The outcome of the Commission's advice in 4 cases was awaited till the close of the year.

Review Cases of Government Servants under Further Usefulness Rules 1963

156. 35 cases regarding Compulsory Retirement under Government Servants (Further Usefulness in Public Service) Rules, 1963 were received during the year under report and the advice of the Commission in all 35 cases was communicated to the Government. The outcome of the Commission's advice in 11 cases was awaited till the close of the year.

Exclusion of Posts from the purview of the Commission

157. 3 cases regarding exclusion of posts from the purview of the Commission were received by the Commission during the year under report. The cases referred to the Commission involved the appointments to the following posts:—

1. Judicial and Accountant Member, Income Tax Appellate Tribunal.
2. Central Labour Adviser, Labour and Social Welfare Division.
3. Secretary (Class I), Public Relations Officer (Class I), Research Officer (Class I), Senior Translator (Class II Non-gazetted) and Research Assistant (Class II Non-gazetted) in the Islamic Advisory Council.

158. The advice of the Commission with regard to the exclusion of the posts of Judicial and Accountant Member, Income Tax Appellate Tribunal, was communicated to the Government while in the cases of Labour and Social Welfare Division and the Islamic Advisory Council the Commission asked for the views of the Establishment Division to enable them to tender their advice. The Commission feel that a tendency is growing in Ministries/Divisions to exclude posts from the purview of the Commission. The Government are requested to check this tendency.

159. Details of services cases is given in Appendix 'N' (23).

MISCELLANEOUS

Ad-hoc Committee

160. An *ad-hoc* Committee has been set up by the Government which comprises of the following as its Members:

1. Joint Secretary, E and O & M Wing,
2. Joint Secretary, of the Ministry concerned, and
3. Secretary, Central Public Service Commission.

161. This *ad-hoc* Committee discussed all cases wherein there had been a difference of opinion between the Ministries/Divisions and the Central Public Service Commission and thereafter advice of the Commission was obtained on the disputed cases.

Conference of Public Service Commissions in Pakistan

(Reference para 105 of the Commission's Annual Report, 1963).

162. The Central and the Provincial Public Service Commissions in Pakistan have many problems and matters of common interest. A conference of all Public Service Commissions in Pakistan was held in the Conference Room of the Central Public Service Commission, Karachi, on 20th, 21st and 22nd February, 1964. The recommendations of the Conference were forwarded to the Central/Provincial Governments. The views of the Governments concerned were not received till the close of the year. A copy each of the Agenda and the Minutes of the Third Conference is given at Appendix 'M'.

Lectures delivered by Chairman, Central Public Service Commission

163. During the year under report, Chairman, delivered a number of lectures on various problems of Public Service and personnel management. These are as under:—

	Subject	*Delivered at*
1.	Selection and Recruitment as functions of personnel management.	Pakistan Administrative Staff College, Lahore.
2.	The functions and structure of the Central Public Service Commission.	The Civil Service Academy, Lahore.
3.	Role of Public Service Commissions.	NIPA, Karachi.
4.	Administration of Law and order	G.H.Q., Rawalpindi.
5.	Personnel Administration	Pakistan Administrative Staff College, Lahore.
6.	Personnel Recruitment	Do.

Regulations 4(C) and 6 of the PPSC (Consultation by the Governor General) Regulations, 1953

164. The Establishment Division suggested revision of Regulations 4(*c*) and 6 of the PPSC (Consultation by the Governor General) Regulations, 1953, which are reproduced below:—

4. Notwithstanding anything contained in Regulation 3, it shall not be necessary to consult the Commission in the following cases:

(*a*) xx xx xx xx

(*b*) xx xx xx xx

(*c*) Selection for appointment to civilian posts under the Ministry of Defence except educational posts in training institutions, and appointments under the Civil Aviation/Pakistan Meteorological Department.

(*d*) xx xx xx xx

6. It shall not be necessary for the Governor-General to consult the Commission in disciplinary matters relating to civilians appointed to posts connected with Defence.

165. The Commission accepted the revisions, referred to them by the Establishment Division, of the said Regulations. The Establishment Division had also proposed to delete Regulation 4(*c*) and 6 altogether. The Commission have given detailed reasons in support of the Establishment Division's proposal.

Position of the cases mentioned in the previous Report

166. The position regarding cases mentioned in para 104 of the Annual Report for 1963 was as under:—

(*i*) Procedure to be followed by the Departmental Promotion Committee/ Selection Board. [para 129 (*i*) of the Commission's Annual Report, 1962]. The matter was still under consideration in the Establishment Division.

(*ii*) The Government Servants (Further Usefulness in Service) Rules. [para 129 (*iv*) of the Commission's Annual Report, 1962]. Government Servants (Further Usefulness in Public Service) Rules, 1963, were published on 4th December, 1963. The cases are now being referred to the Commission for their advice under the said Rules.

(*iii*) Revision of the Government Servants (Applications for Posts) Rules. [para 129 (*iv*) of the Commission's Annual Report, 1962]. The Commission tendered their advice but the Rules were not notified till the close of the year.

SECTION IX

CONCLUSION

167. Before concluding this Report the Commission would like to record their appreciation of the fact that by and large the Ministries/Divisions accepted the advice of the Commission. The Commission are glad to express their gratitude to the Ministries, the Establishment Division and other Divisions of the Central Government for their co-operation and for the consideration and courtesy they extended to the Commission. The Commission feel grateful to the General Headquarters for their help in all matters particularly in deputing their Psychologist to conduct the psychological tests of the Central Superior Services Examination, inspite of severe strain on their own work. The Commission would also thank the Provincial Governments and the Provincial Public Service Commissions and likewise the Pakistan Missions abroad for their valuable assistance in enabling the Commission to hold and conduct their Examinations, tests and interviews out of Karachi. The Commission would also like to thank such independent advisers and Departmental Representatives as helped the Commission in interviewing candidates at various centres at the cost of considerable inconvenience to themselves. The Commission also consider it their duty to record their sense of appreciation for the good work performed by their own Officers and staff inspite of the many handicaps.

168. In the end the Members of the Central Public Service Commission wish to take this opportunity of conveying their sincere thanks to you, Mr. President, for your very generous attitude and for all the support and encouragement they have received from you without which the Commission could not make what little progress they have made during the year under review.

We beg to remain, Sir,

Your obedient servants,
Chairman and Members,

The Central Public Service Commission,

(Kazi Anwarul Huque)	.. Chairman.
(A. F. M. Abdul Haq)	.. Member.
(Ata Mohammad Noon)	.. Member.
(A. H. M. Shamsud Doha)	.. Member.
(A. M. Sial) ..	.. Member.

Karachi, the 15*th January*, 1965.

SECTION X

MEMORANDUM

FOR THE YEAR 1964

MEMORANDUM TO THE ANNUAL REPORT OF THE COMMISSION FOR THE YEAR 1964 [*vide* ARTICLE 189(2) OF THE CONSTITUTION OF THE REPUBLIC OF PAKISTAN].

(*A*) *CASE IN WHICH THE COMMISSION'S ADVICE WAS NOT ACCEPTED AND THE REASONS WHY THE ADVICE WAS NOT ACCEPTED*

President's Secretariat (Establishment Division)

Government decision to exclude from the purview of the Commission the cases of payment of costs incurred by Government Servants in defending themselves in Judicial Proceedings———Position *vis a vis* the Constitution of the Republic of Pakistan, 1962.

Under Section 266(3)(d) of the Government of India Act, 1935 as adapted by the Pakistan (Provisional Constitution) Order, 1947 and under Article 188(2)(d) of the Constitution of Islamic Republic of Pakistan, 1956, it was mandatory on the part of the Ministries/Divisions to consult the Commission in cases of re-imbursement of expenses incurred by Government Servants in defending themselves in legal proceedings instituted against them in respect of acts done or purported to be done in the execution of their duty.

2. No specific provision for consultation with the Commission in such cases has been made in the Constitution of the Republic of Pakistan, 1962, but instead Article 185(2)(d), *inter alia*, provides that the Commission should be consulted in respect of matters affecting the terms and conditions of service. In the opinion of the Commission the phrase " terms and conditions of service " includes case of re-imbursement of costs incurred by Government Servants in defending themselves in legal proceedings.

3. The President's Secretariat (Establishment Division), issued a circular Office Memorandum to the effect that according to the present Constitution it would not be necessary to consult the Commission in such cases.

4. The Commission, however, stressed the necessity of such consultation under Article 185(2)(d) of the present Constitution on the following main grounds:—

(*a*) Under Article 185(2)(d) of the present Constitution, the Commission have to be consulted with respect to matters affecting " terms and conditions of service ". The claims of public servants for re-imbursement of costs of defending themselves in judicial proceedings for acts done by them in discharge of their official duty must fall for consideration within the four walls of the " terms and conditions of service ". The phrase " terms and conditions of service " was defined by the Government of India and the Secretary of State in 1926 while referring to the provisions of Section 96-B(2) of the Government of India Act, 1919. They held that " terms and conditions of Service " must be held to be a residual term covering everything affecting a service which cannot be brought under the specific terms used in that sub-section, namely (i) method of recruitment (ii) Pay and allowances and (iii) discipline and conduct. On the basis of this interpretation the High Court of West Pakistan allowed the petition of Fida Mohammed Khan (Petitioner) *vs.* Government of West Pakistan (Respondent) in the Writ Petition No. 508 of 1956.

(*b*) Section 96-B(2) of the Government of India Act, 1919 provided that the Secretary of State in Council may make rules for regulating the classification of the Civil Service in India, the method of their recruitment,

their conditions of service, pay and allowances and discipline and conduct———————————". Rule 58 of the Civil Services (Classification, Control and Appeal) Rules made under Section 96-B of the Government of India Act, 1919 contained the following instructive Notes:—

" (d) The words " leave, seniority, prospects of promotion or any other matter " have been omitted as unnecessary in view of the decision communicated in paragraph 3 of the Home Department letter No. F.272/23-Ests., dated the 16th September, 1926, that " terms and conditions of service" in Section 96-B(2) of the Government of India Act covers everything affecting a service which cannot be brought under the three specific terms in that section ".

(c) The reasons why the provision similar to the one in Article 188(2)(d) of the 1956 Constitution did not appear in the present Constitution was not because the intention was to remove the subject from the purview of the Commission but because subject automatically got included in the provisions of Article 185(2)(d) of the present Constitution in the same way as the words " leave, seniority, prospects of promotion or any other matter " was omitted as being unnecessary by the Government of India in 1926.

5. The Establishment Division however declined to accept the legal aspect as explained in para. 4 above, contending that according to the legal opinion obtained by them the phrase " terms and conditions of service " occurring in Article 185(2)(d) of the present Constitution does not include re-imbursement of legal expenses and that unlike the 1935 Act and the 1956 Constitution the present Constitution does not specifically provide for such consultation. According to the Establishment Division the omission in this regard in the present Constitution was deliberate.

6. The Commission requested for a copy of the legal opinion obtained by the Establishment Division from the Ministry of Law in this connection. The Commission regret to say that the Establishment Division did not supply a copy and informed that it had been finally decided that Government were not required to consult the Commission and that the matter be treated as closed.

7. As the matter was of considerable importance affecting the statutory functions of the Commission, they submitted the case to the President with the request that he might be pleased to refer the matter to the Supreme Court for obtaining their opinion under Article 59 of the Constitution on the following points:—

(a) What is the scope of the phrase " terms and conditions of service " as occurring in Article 185(2)(d) of the Constitution of the Republic of Pakistan, 1962.

(b) Whether or not cases of re-imbursement of costs incurred by Government Servants in defending themselves in legal proceedings instituted against them in respect of acts done or purported to be done in execution of their duty are covered by Article 185(2)(d) of the Constitution of the Republic of Pakistan, 1962.

8. The Establishment Division, however, informed the Commission in October, 1964, that the President was pleased to agree that consultation by the Government with the Central Public Service Commission in matters relating to re-imbursement of cost incurred by Government Servants in defending themselves in legal proceedings instituted against them in respect of acts done or purported to be done in the execution of their duty, was not required under the present Constitution and that the point involved was not one of ' Public importance ' as to form the subject matter of a reference to the Supreme Court of Pakistan.

(B) *CASES WHERE THE COMMISSION OUGHT TO HAVE BEEN CONSULTED BUT WAS NOT CONSULTED AND THE REASONS WHY IT WAS NOT CONSULTED*

Rehabilitation and Works Division

9. (*i*) Reference paras. 149—151 at pages 44-45 of the Annual Report 1962.

10. In the year 1963 the Ministry again requested the Commission to regularise these appointments as the Settlement Organisation was not to continue. The Commission again considered the matter and agreed to determine the suitability of the present incumbents of the posts, in question, on the basis of their educational qualifications, service and confidential Records etc. To determine the suitability of the present incumbents of the posts the Ministry was requested to forward full particulars and Character Rolls of all the present incumbents of the posts.

11. The Ministry forwarded the Character Rolls of some officers which were not complete and upto date, and the Commission requested the Ministry to forward complete and upto date Character Rolls. The Character Rolls of officers concerned were not forwarded by the Ministry till the close of the year.

Ministry of Information and Broadcasting

12. (*ii*) The Ministry of Information and Broadcasting appointed one Research Officer, Class II, Bureau of National Reconstruction to the Class II post of Assistant Information Officer in the Press Information Department with effect from 2nd September, 1963. This appointment was not reported in the relevant Monthly Return.

13. The Ministry approached the Commission to regularise the appointment to the Class II post of Assistant Information Officer against the vacancies to be filled by open advertisement.

14. The Commission advised that the case was not covered by the method of recruitment for the Class II posts of Assistant Information Officers in the Press Information Department. The irregular appointee also did not fulfil the prescribed qualifications for the Class II post of Assistant Information Officer.

15. The Commission, therefore, advised that they could not agree to the proposal of the Ministry to nominate the existing incumbent against one of the six Class II posts of Assistant Information Officer, which were to be filled on the basis of direct recruitment through the Commission.

16. (*iii*) The Ministry of Information and Broadcasting in May 1963 sought Commission's approval to the promotion of three Assistant Information Officers (Class II) to the posts of Information Officers (Class I) in the Press Information Department. The Commission observed that the above three officers proposed for promotion had already been continuing in the higher posts of Information Officers (Class I) with effect from 24th December, 1956, 9th November, 1957 and 24th April, 1959. The Ministry did not seek Commission's approval for promotion of these officers against departmental quota before making the above promotions, nor were these appointments reported in the appropriate Monthly Returns. As promotion from Class II to Class I falls within the purview of the Commission and as such promotions could not be made without consultation with the Commission, these appointments were irregular from the dates they had been continuing as such.

17. The Commission also noticed that the Ministry made a reference to the Commission only when the pay of these officers was stopped by the A.G.P.R. As the Central Information Service had already been constituted with effect from 24th January 1964 and the cases of promotion were required to be referred to the Commission in accordance with the provisions of the Resolution and Recruitment Rules for Central Information Service. The Commission did not agree to the promotion of these three officers as Information Officers, Class I.

18. (*iv*) The Press Information Department appointed one officer to the Class II post of Assistant Information Officer for publicity with regard to R.C.D., on *ad hoc* basis pending recruitment through the Commission, and they sought for the Commission's approval.

19. The Commission advised the Department to process their proposal in accordance with the Recruitment Rules for the Class II posts of Assistant Information Officers. Further the Ministry was asked to forward to the Commission a requisition for open advertisement of the post and for *ad hoc* appointment till the Commission's nominee was available.

Industries Division

20. (*v*) The Department of Investment Promotion and Supplies sought in March, 1964 the Commission's approval for regularisation of appointments of four persons as Statistical Investigators, Class II (Non-gazetted). The Commission observed that these four officers were working as Statistical Investigators in the Industrial Survey Organisation from 1955/57. The method of recruitment for the Class II posts of Statistical Investigators, either in the former Industrial Survey Organisation or in the present Department was not laid down in consultation with the Commission. The officers were allowed to continue as Statistical Investigators in both the Departments without the approval of the Commission. After 6/8 years the Department of Investment Promotion and Supplies sought the Commission's approval to the appointments of these officers. It also came to the notice of the Commission that one of the four Statistical Investigators was even holding the post of Assistant Director of Statistics Class II (Gazetted) with effect from 1962 which was also irregular. The Commission also observed that some of the persons appointed on *ad hoc* basis did not even fulfil the qualifications prescribed by the Ministry before their appointment as Statistical Investigators. These appointments were also not reported to the Commission in the appropriate Monthly Returns although these appointments were being continued irregularly since 1955/1957/1962.

21. The Commission advised that the appointments were irregular and called for necessary action against the persons found responsible for making these irregular appointments under the Establishment Division Circular O.M. No. 2/2/62-DI, dated the 15th January, 1962.

22. (*vi*) The Department of Investment Promotion and Supplies appointed three Field Inspectors Class II (Non-gazetted) as early as 1956, 1958 and 1960 respectively without consultation with the Commission. These appointments were not reported in the relevant Monthly Returns. The incumbents were continuing for the last 4—8 years.

23. The Department approached the Commission to regularise these appointments of Field Inspectors (Class II Non-Gazetted).

24. The Commission advised that appointments to the posts of Field Inspectors made in 1956, 1958 and 1960 without consultation with the Commission were irregular. In the absence of an approved method of recruitment or of Recruitment Rules these posts should be filled by open advertisement through the Commission.

25. (*vii*) The Industries Division submitted a consolidated Monthly Return for 15 years (1950-1964) in respect of the Department of Investment Promotion and Supplies. It was revealed from the Return that the following irregular appointments/promotions had been made by the Department of Investment Promotion and Supplies since 1950, without consultation with the Commission :—

1.	Assistant Director Inspection Class II	.. ..	19 posts.
2.	Examiner of Stores, Class II (Non-gazetted)	.. ..	13 posts.
3.	Field Inspectors, Class II (Non-gazetted)	.. ..	3 posts.
4.	Statistical Investigatiors, Class II (N. G.)	.. ..	3 posts.
5.	Receptionist, Class II (Non-gazetted)	.. ..	1 post.
6.	Public Relation Invigilator, Class II (N.G.)	.. ..	1 post.

26. The Commission declared all these appointments as irregular and advised the Industries Division to send separate requisitions to the Commission for open advertisement of these posts or in case of departmental Promotions, the appointments may be got regularised by framing proper Recruitment Rules for the posts concerned.

Directorate General, Telegraph and Telephone

27. (*viii*) The Director General, Telegraph and Telephone sought the Commission's approval to the appointment of 5 Assistant Engineers (Class II) in the T.E.S. Class I (Senior Scale). The above appointments were proposed under Rule 188 of the P. & T. Mannual (Volume IV) which is as follows :—

> " When a long vacancy occurs in a Divisional Charge and there is no Assistant Divisional Engineer, Telegraphs, qualified to hold that charge the most suitable officer in the Grade of Assistant Engineer, Telephone, Assistant Engineer, Telegraphs, Assistant Electrical Engineer will be selected to fill the vacancy ".

28. The Department had allowed these officers to continue irregularly with effect from 5th May, 1962, 13th July, 1962 and 4th January, 1963. It was only when the salaries of these officers were stopped by the A.G.P.R., that the Department was compelled to refer these cases to the Commission for their approval.

29. It was irregular on the part of the Department to appoint the five Class II Officers to Senior Scale Class I posts without obtaining the approval of the Commission. These promotions were also not reported to the Commission in the relevant Monthly Return. Further, any provision in the P. & T. Manual permitting the Department to make appointments/promotions could not absolve them of their statutory responsibility to consult the Commission where necessary under the Consultation Regulations.

30. The Commission, however, separately in connection with another reference, approved the appointment of these 5 officers among others, for promotion to Junior Class I posts and advised the Department to make appointments of Junior Class I officers to Senior Class I posts without reference to the Commission. The Commission, at the same time, pointed out the following irregularities committed by the Department in this connection :—

(*a*) Under Regulation 3(a) of the Consultation Regulations no appointments from Class II to any Class I posts can be made, without consultation with the Commission. The appointments of 5 officers made

from Class II to Class I without consultation with the Commission had been irregular, whatever the circumstances might have been in making these appointments. If rules were allowed to be infringed by force of circumstances then there would be no end to it.

(*b*) No reasons had been given for not reporting these appointments to the Commission in the appropriate Monthly Returns.

(*c*) The claims of three officers, who were on deputation, were not considered by the Department while making appointments of the above five officers to Class I (Senior Scale) posts. This violated Government instructions contained in the Establishment Division Officer Memorandum No. 6/15/48-ME, dated the 31st March, 1951.

(*d*) It was also observed that three officers (besides the five in question) had been appointed to Class I posts of Assistant Deputy Director General without consultation with the Commission. The appointments of those officers were also irregular in the same manner as those of the other five officers.

Agriculture Division

31. (*ix*) In 1962, the Agriculture Division requested the Commission to allow them to make appointments in Reconnaissance Soil Survey Project without consultation with the Commission. The appointments were also not reported in the relevant Monthly Return. In the absence of an approved method of recruitment, the Commission advised the open advertisement of all such posts and that on receipt of requisitions for open advertisement, the Agriculture Division would be allowed to make *ad hoc* arrangements against these posts for six months as per usual practice. The Agriculture Division did not act in accordance with the advice of the Commission and after a lapse of one year again requested the Commission to approve of the appointments of 56 officers (Class I & II) in the newly created Reconnaissance Soil Survey Project.

32. The Agriculture Division advanced the following reasons for not referring the case to the Commission earlier :

(*a*) As soon as the Plan of Operation was signed, the foreign experts arrived and it became extremely necessary to fill the posts immediately in order to provide suitable personnel for the Experts and thus to start the Project ;

(*b*) Although the Government of Pakistan is directly concerned with the Reconnaissance Soil Survey Project, the Operational control rests in the F. A. O., and the F.A.O. authorities were anxious to make the project a success. The Government of Pakistan undertook to provide them with suitable local personnel and as such there could not be any delay in these appointments ;

(*c*) As a result of the recommendations of the Implementation Committee, the question whether the Project would remain with the Centre or be transferred to the Provincial Government arose and since no final decision was taken until recently, a reference regarding these selections could not be made to the Central Public Service Commission.

(*d*) For the speedy and successful implementation of the Project, it was considered essential to allow a certain amount of flexibility in its operation with regard to its administrative structure and financial procedures, and it was thought that this purpose would best be served by declaring the Project an autonomous body. If this was done, it would not have

been necessary to make any reference to the Central Public Service Comission, regarding these appointments but since a decision in this regard has been delayed, this reference is being made to the Commission ".

33. The Commission, however, tendered the following advice to the Agriculture Division :

(*a*) The appointments already made by the Ministry should be referred to the Commission alongwith the Character Rolls and educational qualifications, etc., of the persons holding the posts, on the prescribed proforma to enable the Commission to see if the officers appointed/promoted possessed the qualifications and their record proved them to have the requisite character and ability for holding the posts. The posts of those officers who were found unsuitable by the Commission should be advertised and filled accordingly.

(*b*) As regards future recruitment to various posts under the Soil Survey Project, the method of recruitment, qualifications, etc., providing for recruitment being made by promotion as well as by direct recruitment (with definite percentages for each source) should be laid down by the Ministry in consultation with the Establishment Division and the Commission.

34. The Commission felt that, after committing the above irregularities the Ministry referred the matter to them as a *fait accompli*. However, having regard to the fact that the Ministry had made an argreement with a foreign agency, the Commission did not see any other alternative to set things in the right order except to advise the Ministry as above.

35. The Commission, however, allowed the Ministry to make *ad hoc* arrangements against these posts.

Health Division

36. (*x*) The Commission recommended a candidate for the post of Director, Central Drugs Laboratory, Karachi, on 29th June, 1964. Instead of offering the post to the Commission's nominee, the Health Division requested the Commission to reconsider their recommendations and recommend a particular candidate. The Commission on reconsideration of the case found that their nominee was definitely better than the candidate whom the Health Division wanted to be recommended. On 16th October, 1964. the Commission reiterated their previous recommendation and requested the Health Division to offer the post to their nominee.

SECTION XI

APPENDICES

APPENDIX A

(Para. 16)

EXPERTS COMMITTEE OF PSYCHOLOGISTS TO REMODEL C.S.S. PSYCHOLOGICAL TESTS IN KEEPING WITH THE ADVANCED SCIENTIFIC TECHNIQUES

As mentioned earlier the year is marked by serious efforts to remodel C.S.S. Psychological Tests in keeping with the Advanced Scientific Technique and the particular requirements of the competitive examination for the Central Superior Services of the nation. For this purpose the Commission decided to constitute an Experts' Committee of five Psychologists from both wings of the country to advise and collaborate with the Commission's Psychological Section.

The Universities and the Departments of Education co-operated with the Commission by providing the services of the following Psychologists to act as members of the Committee.

1. Dr. S. M. Moghni, Chairman, Departments of Psychology and Philosophy, University of Peshawar.
2. Dr. S. M. Rahman, Head of the Department of Psychology, Rajshahi University.
3. Dr. M. Hamid-ud-Din Ahmed, Head of the Department of Philosophy, Government College, Lahore.
4. Prof. A. H. Alawi, Director, Educational Research Unit, University of Peshawar.
5. Prof. Fazal-ur-Rahman, Retired, Head of the Psychology and Philosophy Departments, S. M. College, Karachi also agreed to serve on the Committee.

The Educational Consultant of the Commission (Mr. K. A. Quasem) was appointed Internal Co-ordinator and Dr. S. M. Moghni the External Co-ordinator of the Experts Committee.

In the Memorandum presented to the Experts' Committee, the Commission stated their problems regarding the accurate assessment of the relative merits of the candidates for the Competitive Examinations held for the Central Superior Services and emphasised that they wanted to make their assessment procedures as scientific, valid and reliable as possible.

The Commission further emphasized that the Public Service in Pakistan was an important career and required not only the qualities of character and intellect but also a high degree of devotion to duty and dedication to the Service of Pakistan. It was therefore considered desirable that a candidate, before he prepared himself for entry into Public Service was initiated into the standards and the requirements of a Public Service career so that he might undertake his preparations with a clear mind regarding his objectives.

The Committee discussed the operational definitions of the qualities to be looked for in the process of assessment so that Psychological Tests could be framed according to these definitions.

Some of the qualities are as under :—

1. General Intellectual Capacity.
2. Emotional Stability with particular reference to the ability to withstand stress.
3. Social adjustment or adaptability including reality orientation.
4. Moral Sense (truthfulness, frankness, sense of right and wrong, sense of duty, honesty, integrity of character)

5. Patriotism.
6. Religious and spiritual values.
7. Leadership, initiative and self confidence.
8. Open-mindedness.
9. Decision making.
10. Imaginativeness.
11. Work Attitude or habits.
12. General Attitude toward life.

The Committee felt greatly handicapped for want of sufficient specimen Psychological Tests developed in other educationally advanced countries. However, the available specimens and other material prepared by the Commission's Psychological Section were examined for use in the preparation of the required tests.

The Experts' Committee discussed in detail each item of the available specimen tests. Blue prints of the required tests were prepared and the work of actual Test Construction was distributed among Experts and the Commission's Psychological Section with the understanding that individual assignments be completed within a month and presented to the Committee in their second Joint Work Session.

The first consultative meeting of the Commission and the Psychologists and the first Joint Work Session was held in Karachi from the 28th to the 30th of August and the Second Joint Work Session was held for a period of 10 days from 28th September to 7th October. A Third Joint Work Session of a week was held in the fourth week of December.

In the Second Joint Work Session each proposed item of the required tests was discussed. Several items were altered and certain others dropped. Items finally selected were used to prepare the first experimental forms of the required tests.

Thereafter, individual assignments of trying out the tests on 400 postgraduate students in the Universities were undertaken. This try-out was followed by a detailed analysis of the performance of each experimental subject on each item of the tests. The Psychological Section of the Commission, under the guidance of the Educational Consultant, carried out this work of item analysis applying statistical and logical methods. The purpose of the item analysis was to determine the reliability and validity of each test item.

In the Third Joint Work Session the tests were revised and finalised for use in the *Viva Voce* part of the C.S.S. Examination. It is hoped that these tests will be standardised after further try outs.

In short, the scientific process of Test Development may be summarised in the following four steps :

1. Preliminary research and Job Analysis.
2. Devising of tests.
3. Trying out of tests.
4. Revising and refining of tests in the light of the try outs and the follow-up research studies.

The Commission has thus, embarked on a programme of Scientific Research and Test Development—a programme that has been regarded by all National Universities as "indeed, a step toward removing a long felt need".

This deserves a special appreciation that the five members of the Experts' Committee agreed to volunteer their services without charging professional fee for working on individual assignments between the Joint Work Sessions held at the Commission's Office, Karachi.

APPENDIX 'B'

(Para. 30)

(A) STAFF OF THE CENTRAL PUBLIC SERVICE COMMISSION ON THE 1ST JANUARY, 1964.

Main Office		(A) Gazetted.
1. Secretary	1	
2. Deputy Secretary	1	
3. Assistant Secretaries	4	
4. Chief Psychologist	1	(Vacant).
5. Senior Psychologists	2	(Vacant).
6. Junior Psychologists	2	
7. Educational Consultant	1	(Vacant).
8. Private Secretary to the Chairman	1	
9. Research Officers	2	
10. Supervisor Lahore	1	(Vacant).
	(B)	Non-Gazetted.
1. Superintendents	8	
2. Assistants-in-Charge	2	
3. Assistants	47	
4. Confidential Assistants	3	
5. Stenographers	8	
6. Stenotypists	6	
7. Upper Division Clerks	7	
8. Lower Division Clerks	41	
9. Librarian	1	
10. Statistical Assistants	6	(4 Vacant).
11. Testers	3	
Class IV Staff	38	
Contingencies Staff	5	

5. Patriotism.
6. Religious and spiritual values.
7. Leadership, initiative and self confidence.
8. Open-mindedness.
9. Decision making.
10. Imaginativeness.
11. Work Attitude or habits.
12. General Attitude toward life.

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APPENDIX 'B'

(Para. 30)

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Main Office	(A) Gazetted.	
1. Secretary	1	
2. Deputy Secretary	1	
3. Assistant Secretaries	4	
4. Chief Psychologist	1	(Vacant).
5. Senior Psychologists	2	(Vacant).
6. Junior Psychologists	2	
7. Educational Consultant	1	(Vacant).
8. Private Secretary to the Chairman	1	
9. Research Officers	2	
10. Supervisor Lahore	1	(Vacant).
	(B) Non-Gazetted.	
1. Superintendents	8	
2. Assistants-in-Charge	2	
3. Assistants	47	
4. Confidential Assistants	3	
5. Stenographers	8	
6. Stenotypists	6	
7. Upper Division Clerks	7	
8. Lower Division Clerks	41	
9. Librarian	1	
10. Statistical Assistants	6	(4 Vacant).
11. Testers	3	
Class IV Staff	38	
Contingencies Staff	5	

Dacca Branch

1.	Superintendent	1
2.	Nazir/Upper Division Clerk ..	1
3.	Stenographer	1
4.	Peon	1

Lahore Branch

1.	Superintendent	1
2.	Upper Division Clerk	1
3.	Lower Division Clerk	1
4.	Peon/Chowkidar	2

(B) STAFF SANCTIONED DURING THE YEAR 1964.

1.	Officer on Special Duty of the status of Secretary to the Commission.	1	
2.	Superintendent	1	For 3 months from the date these are filled in.
3.	Assistant-in-Charge	1	For 3 months from the date these are filled in.
4.	Stenotypist for Research Officers ..	1	

Index to Abbreviations used in the Appendices ' C '— ' F '

(a) To be interviewed/interviews not completed.

(b) Recently advertised.

(c) Preselection not completed.

(d) To be advertised.

(e) No response.

(f) None found suitable.

(g) Recommended from Reserve List.

(h) Being Re-advertised.

(i) Written test to be held.

(j) Requisition withdrawn by the Department.

(k) Written test held.

(1) To be finalized (interviews completed).

(m) Already Re-advertised.

(n) Recommended for lower post.

(o) Failure reported.

(p) Permission for making *ad hoc* arrangements accorded (case closed).

(q) Not under purview of the Commission.

(r) Recruitment held-up.

(*) Against posts means advertised in 1964.

(*) Against figures means completed in 1964.

(s) Not to be advertised.

A General Note regarding the position of Recruitment Cases Appendices 'C'—'F'

The reasons, why some cases could not be finalized until the close of the year, may be summarised as under:—

1. The requisitions received from the Ministries/Divisions, etc., were in some cases lacking in details and clarifications had to be sought in respect of qualifications, age, domicile, etc., before the posts could be advertised. In certain cases the terms and conditions laid down in the requisition were not in conformity with those laid down in the relevant Recruitment Rules. Besides, frequent changes were made by some of the Ministries/Divisions in the qualifications already approved by the Commission, which entailed lengthy correspondence to avoid irregularity.

2. Most of the cases, in which the posts had been advertised, during the year under review, were at different stages of selection, *e.g.* in some cases closing dates of receiving applications were not yet over and the applications were still being received ; in some cases interviews had been held at one or two centres and had yet to be held at the remaining Centre/Centres ; in some cases the Character Rolls of candidates in Government service were awaited or the regional distribution of the post, according to the Government Recruitment Policy, was not made available by the indenting Ministry/Division, etc. In certain cases, when all the work of selection had been completed by the Commission, the recruitment had to be cancelled at the request of the Ministry/Division, thereby resulting in waste of time, money and labour of all concerned. This also indirectly delayed the disposal of other cases.

APPENDIX 'C'

(Para. 100)

POSITION OF RECRUITMENT CASES INITIATED IN 1964

(1) Key to the symbols/asterisks used may be seen at page 51

(2) Note regarding the position of recruitment cases may be seen at page 52

Ministry/Division	Requisitions received	No. of posts	No. of applications recd.	Selected for interview	Actually interviewed	Recommended for appointment	Remarks
1	2	3	4	5	6	7	8
PRESIDENT'S SECRETARIAT	42	70	..	..	..	..	
CABINET DIVISION ..	4	4	..	..	..	..	
Deputy Assistant Director (Technical)	1	1	14	5	4	1	
Deputy Assistant Director	1	1	(d)	..	..	..	
Translator in Chinese Language	1	1	1	(c)			
Translator in Russian Language	1	1	2	(c)			
ECONOMIC AFFAIRS DIVISION	9	28	..	..	..	..	
Research Officer (National Income Commission)	1	1	(d)	..	..	..	
Central Statistical Office							
Chief Survey Officer ..	1	1	(b)	..	..		
Survey Officer ..	1	1	9	5	(a)		
Survey Officer ..	1	1	(p)	..	..		
Statistical Officer ..	1	5	(d)	..	..		
Statistical Investigator ..	1	16	(d)	..	..		
Research Officer ..	1	1	(d)	..	..		
Field Co-ordinator ..	1	1	(d)	..	..		
Field Co-ordinator ..	1	1	(d)	..	..		
ESTABLISHMENT DIVISION	13	17	..	..	..		
Law Lecturer (Civil Service Academy)	1	2	11	4	(a)		
Assistant Director (English)	1	1	8	4	(a)		

1	2	3	4	5	6	7	8
Assistant Director (Public Administration)	1	1	7	3	(a)	..	
Lecturer in Public Administration	1	1	6	(c)	..	..	
Research Officer (E and O & M Wing)	1	1	(d)	..	..	..	
Sports Officer	1	1	4	4	4	1	
Welfare Officer ..	1	1	8	(c)	..	..	
Statistical Assistant ..	1	1	20	6	6	(l)	
Statistical Officer ..	1	1	(b)	..	..	..	
Central Public Service Commission							
Chief Psychologist ..	1	1	4	(c)	..	..	
Senior Psychologist ..	1	2	11	(c)	..	..	
Assistant Director (Recruitment)	1	1	17	10	10	1	
Statistical Assistant ..	1	3	4	4	(a)	..	
PLANNING DIVISION	16	21	..	..	..	..	
Joint Chief Economist ..	1	1	(d)	..	..	..	
Senior Economist ..	1	1	3	(c)	..	..	
Deputy Chief (Health Section)	1	1	5	5	4	1	
Deputy Chief (Public Administration)	1	1	(d)	..	..	..	
Deputy Chief (Economic Group)	1	2	(d)	..	..	..	
Assistant Chief (Education Section)	1	1	(d)	..	..	..	
Assistant Chief (Economic Group)	1	1	(d)	..	..	..	
Assistant Chief (Industries & Commerce Section)	1	1	(d)	..	..	..	
Research Officer (Manpower Section)	1	2	14	13	(a)	..	
Research Officer (Economic Group)	1	3	(d)	..	..	..	
Research Officer (Water & Power Section)	1	1	(b)	..	..	..	
Research Officer (Public Relations)	1	1	(d)	..	..	..	

1	2	3	4	5	6	7	8
Research Officer (Agriculture & Food Section)	1	1	(b)	..	..	..	
Economic Investigator (Industries and Commerce Section)	1	1	(d)	..	..	..	
Economic Investigator (Economic Group)	1	2	(d)	..	..	..	
Economic Investigator (Agriculture & Food Section)	1	1	(d)	..	..	..	
MINISTRY OF AGRICULTURE AND WORKS	**79**	**129**	..	..	..	..	
FOOD & AGRICULTURE DIVISION	73	105	..	..	..	..	
Director (Analysis & Research)	1	1	2	2	(a)		
Deputy Locust Entomologist	1	1	13	10	9	(1)	
Statistician	1	1	15	10	9	1	
Silviculturist	1	1	4	3	3	1	
Forest Botanist ..	1	1	2	(f)	..	(o)	
Soil Survey Research Officer	1	2	14	(c)	..	..	
Carcinologist ..	1	1	(d)	..	..	..	
Technical Officer ..	1	1	7	3	(a)		
Assistant Soil Survey Officer	1	1	(d)	..	..	..	
Assistant Manager & Rice Grading Officer	1	1	(b)	..	..	..	
Marine Biologist ..	1	1	(d)	..	..	..	
Assistant Zoologist ..	1	1	(d)	..	..	..	
Wild life Preservation Officer	1	1	(d)	..	..	..	
Ichthyologist	1	1	(d)	..	..	..	
Statistical Investigator ..	1	2	36	16	(a)	..	
Research Investigator ..	1	1	13	6	(a)		
Statistical Assistant ..	1	1	(d)	..	..	..	
Technical Assistant ..	1	5	(b)	..	..	..	
Draftsman	1	1	(q)	..	..	..	

1	2	3	4	5	6	7	8
Marketing intelligence & Agricultural Statistics							
Deputy Marketing and Statistical Adviser	1	1	(d)	..	..	..	
Agricultural Marketing & Statistical Adviser	1	1	(d)	..	..	..	
Deputy Co-operation Marketing Adviser	1	1	(d)	..	..	..	
Senior Marketing Officer	1	2	6	3	3	2	
Research Officer ..	1	1	9	5	(a)	..	
Research Officer (Economic Studies in Agriculture)	1	1	10	5	(a)		
Wool Grading Officer ..	1	1	(d)	..	..	..	
Field Investigator ..	1	9	21	18	14	5	
Wool Grading Inspector	1	1	..	..	..	1(g)	
Statistical Assistant ..	1	7	43	(c)	..	..	
Research Investigator ..	1	10	(d)	..	..	..	
Grading Inspector ..	1	1	(d)	..	..	..	
Department of Forest							
Forest Economict ..	1	1	1	(f)	..	(o)	
Forest Economist ..	1	1	2	2	(a)	..	
Forest Economist ..	1	1	(d)	..	..	..	
Systematic Entomologist	1	1	9	9	7	1	
Plant Pathologist ..	1	1	(d)	..	..	..	
Plant Geneticist ..	1	1	(d)	..	..	..	
Wood Chemist ..	1	1	1	1	1	(o)	
Publicity and Liaison Officer	1	1	8	2	2	(o)	
Senior Research Officer (Timber Engineering Section)	1	1	(e)	..	..	(o)	
Senior Research Officer (Wood Preservation)	1	1	4	(h)	..	..	
Senior Research Officer (Wood Seasoning)	1	1	3	(h)	..	..	
Senior Research Officer (Paper Technology)	1	1	8	(h)	..	..	
Senior Research Officer (Mensuration)	1	1	4	(h)			
Senior Resea[illegible]							

1	2	3	4	5	6	7	8
Extension Specialist ..	1	1	2	2	1	(l)	
Senior Research Officer (Wood Preservation)	1	1	(d)	..	..	..	
Senior Research Officer (Wood Seasoning)	1	1	(d)	..	..	..	
Senior Research Officer (Paper Technology)	1	1	(d)	..	..	..	
Senior Research Officer (Mensuration)	1	1	(d)	..	..	..	
Wood Preservation Officer	1	1	2	1	1	(l)	
Assistant Forest Economist	1	1	8	6	6	(l)	
Plant Physiologist ..	1	1	6	(c)	..	..	
Soil Chemist ..	1	1	(b)	..	..	..	
Forest Botanist ..	1	1	2	(f)	..	(o)	
Assistant Forest Chemist	1	1	(d)	..	..	..	
Forest Botanist ..	1	1	(d)	..	..	..	
Forest Botanist ..	1	1	(b)	..	..	..	
Water Shed Management and Soil Conservation Officer	1	1	(d)	..	..	..	
Assistant Seasoning Officer	1	1	1	1	(f)	(o)	
Assistant Silviculturist ..	1	1	6	5	5	(l)	
Assistant Forest Chemist	1	1	3	1	..	(o)	
Assistant Mechanical Engineer	1	1	2	1	1	1	
Assistant Wood Working Officer	1	1	(d)	..	..	..	
Marine Fisheries Department							
Biologist ..	1	1	3	2	2	1	
Department of Locust Warning and Plant Quarantine							
Senior Engineer.. ..	1	1	(d)	..	..	..	
Aerial Pest Control Officer	1	1	17	(c)	..	..	
Assistant Entomologist (Food)	1	1	(d)	..	..	..	
Junior Engineer ..	1	2	7	(c)	..	..	

1	2	3	4	5	6	7	8
Assistant Entomologist (Systematic)	1	2	(d)	..	..	..	
Junior Radio Entomologist	1	1	(d)	..	..	..	
Assistant Quarantine Entomologist	1	1	(d)	..	..	..	
Radio Entomologist ..	1	1	(d)	..	..	..	
REHABILITATION AND WORKS DIVISION	6	24	..	..	..	..	
Rehabilitation Wing							
Deputy Settlement Commissioner	1	2	1(d)	..	1(g)	..	
Additional Rehabilitation Commissioner	1	1	(d)	..	..	..	
Assistant Settlement Commissioner	1	1	(d)	..	..	..	
Assistant Settlement Commissioner	1	1	(p)	..	..	..	
Works Wing							
Pakistan Public Works Department							
Senior Architect ..	1	2	5	(c)	..	..	
Assistant Architect ..	1	17	(d)	..	..	..	
MINISTRY OF COMMERCE	**12**	**27**					
Commercial Secretary, Grade I	1	1	(d)	..	..	..	
Commercial Secretary, Grade III	1	1	(d)	..	..	..	
Officer on Special Duty (E. C. M.)	1	1	(d)	..	..	..	
Export Promotion Bureau							
Tourist Officer	1	1	..	..	..	1(g)	
Protocol Officer ..	1	1	50	19	(a)	..	
Tourist Information Assistant	1	5	61	50	42	5	
Tourist Information Assistant	1	12	(d)	..	..	..	
Assistant Public Relation Office	1	1	43	14	(a)	..	

1	2	3	4	5	6	7	8
Cotton Board							
Research Officer ..	1	1	4	(c)	..	..	
Jute Board							
Director	1	1	14	(c)	..	..	
Tariff Commission							
English Reporter ..	1	1	7	3	(l)	..	
Research Officer ..	1	1	4	(c)	..	..	
MINISTRY OF COMMUNICATIONS	**17**	**81**	..	..	..	..	
Assistant Consulting Engineer (Roads)	1	1	1	1	..	(o)	
Reserach Officer ..	1	1	(b)	..	..	..	
Statistical Investigator ..	1	1	(b)	..	..	..	
Commercial Accountant	1	1	11	(c)	..	..	
Hydrographer (Navigation Directorate)	1	1	1	(f)	..	(o)	
DIRECTORATE GENERAL, TELEGRAPHS AND TELEPHONES							
Assistant Divisional Engineers	1	63	(b)	..	..	..	
Medical Officer ..	1	1	1	(a)	..	..	
Medical Officer ..	1	1	(b)	..	..	..	
DIRECTORATE GENERAL PORTS & SHIPPING							
Port Director	1	1	6	3	2	1	
Deputy Consulting Engineer (Roads and Buildings)	1	1	(d)	..	..	..	
Superintendent of Training	1	1	1	(c)	..	..	
Nautical Instructor	1	2	1	(f)	..	(o)	
Nautical Instructor ..	1	2	1	(c)	..	..	
Accounts Officer ..	1	1	9	7	4	1	
Assistant Director (Navigation Directorate)	1	1	2	2	2	(1)	
Nautical Surveyor ..	1	1	(d)	..	..	..	
School Master	1	1	1	1	1	1	

1	2	3	4	5	6	7	8
MINISTRY OF DEFENCE	**14**	**60**	..	..	..	..	
Town Planner	1	1	(d)	..	..	..	
Assistant Cypher Officer ..	1	1	(d)	..	..	..	
Civil Aviation Department							
Executive Engineer ..	1	1	(b)	..	..	..	
Trainee Officer (Communication Operation)	1	15	(s)	..	..	..	
Trainee Officer (Communication Engineering)	1	9	89	52	49	7	
Trainee Officer (Aerodrome)	1	8	115	56	53	8	
Co-Pilot	1	2	(d)		..	..	
Meteorological Department							
Workshop Engineer ..	1	1	(d)	..	..	..	
Assistant Meteorologist	1	14	38	32	24	12	
Military Engineering College							
Professor in Civil Engineering	1	1	1	1	(f)	(o)	
Professor in Civil Engineering	1	1	(d)	..	..	..	
Lecturer in Civil Engineering	1	2	..	..	..	(o)	
Lecturer in Civil Engineering	1	2	(b)	..	..	..	
Civilian Academic Instructor	1	2	16	9	(a)	..	
MINISTRY OF EDUCATION	**9**	**14**	..	..	..	..	
Assistant Educational Adviser	1	1	(d)	..	..	..	
Technical Assistant ..	1	5	19	18	(a)	..	
Copyright Assistant ..	1	2	9	..	..	..	
Indexer	1	1	(e)	..	..	(o)	
Librarian	1	1	..	..	..	1(g)	
Indexer	1	1	(d)	..	..	..	
Central Bureau of Education							
Statistical Investigator ..	1	1	(b)	..	..	..	

1	2	3	4	5	6	7	8
Department of Archaeology							
Assistant Archaeological Chemist	1	1	(d)	..	..	..	
Custodian	1	1	2	2	2	1	
MINISTRY OF FINANCE ..	10	39	..	..	..	..	
Assistant Economic Adviser	1	2	11	(c)	..	..	
Statistician	1	1	10	5	(a)	..	
Research Officer ..	1	3	19	(c)	..	..	
Research and Reference Officer	1	1	(d)	..	..	..	
Economic Investigator ..	1	1	(d)	..	..	..	
Audit Officers (Commercial Audit)	1	1	(d)	..	..	..	
Central Board of Revenue							
Appraisers (Technical) ..	1	13	(d)	..	..	..	
Appraisers (Non-Technical)	1	15	(d)	..	..	..	
Director of Research & Statistics	1	1	(d)	..	..	..	
Deputy Director of Research	1	1	(d)	..	..	..	
MINISTRY OF HEALTH, LABOUR & SOCIAL WELFARE.	36	46	..	..	..	..	
HEALTH DIVISION ..	30	37	..	..	..	..	
Civil Surgeon	1	1	(d)	..	..	..	
Clinician (Leader) ..	1	1	3	3	3	1	
Health Officer	1	1	(d)	..	..	..	
Associate (Pediatrics) Surgeon and Assistant Professor	1	1	8	(c)	..	..	
Associate Surgeon ..	1	1	10	(c)	..	..	
Assistant Project Director	1	1	2	1	1	1	
Biochemist (Leader) ..	1	1	(d)	..	..	..	
Anaesthetist	1	2	9	(c)	..	..	
Matron	1	1	(d)	..	..	..	
Public Health Engineer ..	1	1	12	11	(a)	..	
Deputy Medical Superintendent	1	1	7	7	(a)	..	
Physician	1	1	7	7	(a)	..	

1	2	3	4	5	6	7	8
Associate Surgeon (Ophthalmology)	1	1	10	7	7	(1)	
Administrative Officer ..	1	1	33	14	(a)	..	
Malaria Officer (Entomology)	1	1	(e)	..	..	(o)	
Dental Surgeon	1	1	(b)	..	..	..	
POST-GRADUATE MEDICAL CENTRE							
Professor of Micro-biology	1	1	3	2	1	(1)	
Professor of Physiology ..	1	1	2	2	(a)	..	
Professor of Biochemistry	1	1	3	2	(a)	..	
Professor of Surgery ..	1	1	6	5	5	1	
Professor of Medicine ..	1	1	7	5	(a)		
Deputy Director ..	1	1	6	6	5	(1)	
Assistant Professor of Pharmacology	1	1	3	3	3	1	
Registrar	1	6	16	(c)	..	..	
Assistant Dental Surgeon	1	1	2	(c)	..	..	
Medical Technologist ..	1	2	11	9	7	1	
Electronic Technician ..	1	1	19	5	3	(1)	
FAMILY PLANNING							
Senior Medical Officer ..	1	1	3	3	3	1	
Assistant Professor (Sociology)	1	1	4	3	2	1	
Research Statistician ..	1	1	(d)	..	..	..	
LABOUR & SOCIAL WELFARE DIVISION	6	9	..	..	..	..	
Deputy Director General (High Level Personnel Committee)	1	1	(d)	..	..	..	
Deputy Director General (National Training Board)	1	1	(d)	..	..	..	
Deputy Director General (Civil Works Board)	1	1	(d)	..	..	..	
Chief Research Officer ..	1	1	(d)	..	..	..	
Economic Investigator ..	1	1	(d)	..	..	..	
Seamen's Welfare Officer	1	4	(d)	..	..	..	

1	2	3	4	5	6	7	8
MINISTRY OF INFORMATION & BROADCASTING	24	76	..		..	..	
Chairman (Central Board of Film Censors)	1	1	5	1	(f)	(o)	
Research Officer ..	1	1	(d)	..	..	..	
Assistant Public Relations Officer	1	2	(d)	..	..	..	
Assistant Research Officer	1	1	(d)	..	..	..	
Basic Democracies							
Progress Evaluation Officer	1	1	6	3	(a)		
Statistical Assistant ..	1	1	(b)				
Department of Films and Publications							
Secretary	1	3	17	9	8	(1)	
Production Manager ..	1	1	..	..	..	1(g)	
Cameraman	1	2	(b)				
News Editor	1	1	2	(b)			
Film Editor	1	1	7	(c)			
Script Writer ..	1	2	(d)				
Assistant Laboratory Superintendent	1	1	(d)				
Scenerist	1	1	2	(c)			
Film Inspector ..	1	4	(d)				
Radio Pakistan							
Regional Engineer ..	1	9	(d)				
Assistant Regional Director	1	8	(d)	..	..		
Listener Research Officer	1	5	(d)				
Programme Organiser	1	25	(d)				
School Broadcast Officer	1	2	(d)				
Bureau of National Research and Reference							
Reference Officer ..	1	1	11	3	1	1	
Reference Officer ..	1	1	10	5	5	1	
Research Officer ..	1	1	6	6	6	1	
Press Information Department							
Business Manager-*cum*-Assistant Administrative Officer	1	1	(b)				

1	2	3	4	5	6	7	8
MINISTRY OF HOME AND KASHMIR AFFAIRS	3	4					
HOME AFFAIRS DIVISION							
Commandant (Civil Defence Academy)	1	1	10	5	(r)		
Assistant Director (Civil Defence Academy)	1	2	3	(b)			
Public Prosecutor ..	1	1	(d)				
MINISTRY OF INDUSTRIES AND NATURAL RESOURCES	42	82					
INDUSTRIES DIVISION	32	72					
Research Officer (Planning Cell)	1	1	7	5	4	1	
Research Officer (Metric Cell)	1	1	4	1	1	(1)	
Economic Investigator (Metric Cell)	1	2	8	7	6	1	
Assistant Inspector of Explosives	1	1	3	3	(a)		
Economic Investigator (Planning Cell)	1	2	5	(c)			
Department of Printing & Stationery							
Labour Welfare Officer	1	1	4	3	3	1	
Overseer	1	2	6	6	5	2	
Overseer	1	1	..	..	..	1(g)	
Mechanical Supervisor	1	1	1	(f)	..	(o)	
Investment Promotion & Supplies							
Information Officer ..	1	1	(d)		..	..	
Assistant Director (Technical)	1	2	14	10	10	2	
Field Inspector (Shipping)	1	2	(d)	..	..	..	
Chief Accountant ..	1	1	6	(c)	..	..	
Field Inspector (Iron & Steel)	1	1	(d)	..	..	..	
Assistant Director of Inspection (Technical)	1	4	(b)	..	..	..	

1	2	3	4	5	6	7	8
Assistant Director (Chemical).	1	2	10	(c)	..	..	
Assistant Director of Inspection (Electrical)	1	2	(b)	..	..	..	
Deputy Chief Accountant	1	1	(d)	..	..	..	
Estimator	1	1	(b)	..	..	..	
Statistical Investigator	1	1	11	(c)	..	..	
Examiner of Stores (Jute)	1	2	(d)	..	..	..	
Central Testing Laboratories							
Chemical Examiner ..	1	13	(d)	..	..	..	
Physical Examiner ..	1	10	(d)	..	..	..	
Textile Examiner ..	1	1	(d)	..	..	..	
Gauger	1	2	(b)	..	..	..	
Foreman	1	1	(b)	..	..	..	
Patent Office							
Examiners of Patents ..	1	8	27	(c)	..	..	
Swedish Pakistani Institute of Technology							
Purchase & Marketing Officer	1	1	5	2	2	(1)	
Instructor (Wood Working)	1	1	1	1	1	1	
Instructor (Wood Working Joinery)	1	1	3	3	3	1	
Instructor (Electrical) ..	1	1	3	2	(a)	..	
Instructor (Metal Working)	1	1	(d)	..	..	..	
NATURAL RESOURCES DIVISION	10	10					
Assistant Director (Technical)	1	1	4	(c)	..	..	
Research Officer ..	1	1	(d)	..	..	..	
Economic Investigator	1	1	(b)	..	..	..	
Geological Survey of Pakistan							
Geophysical Engineer ..	1	1	5	2	2	1	

1	2	3	4	5	6	7	8
MINISTRY OF HOME AND KASHMIR AFFAIRS	3	4					
HOME AFFAIRS DIVISION							
Commandant (Civil Defence Academy)	1	1	10	5	(r)		
Assistant Director (Civil Defence Academy)	1	2	3	(b)			
Public Prosecutor ..	1	1	(d)				
MINISTRY OF INDUSTRIES AND NATURAL RESOURCES	42	82					
INDUSTRIES DIVISION	32	72					
Research Officer (Planning Cell)	1	1	7	5	4	1	
Research Officer (Metric Cell)	1	1	4	1	1	(1)	
Economic Investigator (Metric Cell)	1	2	8	7	6	1	
Assistant Inspector of Explosives	1	1	3	3	(a)		
Economic Investigator (Planning Cell)	1	2	5	(c)			
Department of Printing & Stationery							
Labour Welfare Officer	1	1	4	3	3	1	
Overseer	1	2	6	6	5	2	
Overseer	1	1	..	..	..	1(g)	
Mechanical Supervisor	1	1	1	(f)	..	(o)	
Investment Promotion & Supplies							
Information Officer ..	1	1	(d)		..	..	
Assistant Director (Technical)	1	2	14	10	10	2	
Field Inspector (Shipping)	1	2	(d)	..	..	..	
Chief Accountant ..	1	1	6	(c)	..	..	
Field Inspector (Iron & Steel)	1	1	(d)	..	..	..	
Assistant Director of Inspection (Technical)	1	4	(b)	..	..	..	

1	2	3	4	5	6	7	8
Assistant Director (Chemical).	1	2	10	(c)	..	..	
Assistant Director of Inspection (Electrical)	1	2	(b)	..	..	..	
Deputy Chief Accountant	1	1	(d)	..	..	..	
Estimator	1	1	(b)	..	..	..	
Statistical Investigator	1	1	11	(c)	..	..	
Examiner of Stores (Jute)	1	2	(d)	..	..	..	
Central Testing Laboratories							
Chemical Examiner ..	1	13	(d)	..	..	..	
Physical Examiner ..	1	10	(d)	..	..	..	
Textile Examiner ..	1	1	(d)	..	..	..	
Gauger	1	2	(b)	..	..	..	
Foreman	1	1	(b)	..	..	..	
Patent Office							
Examiners of Patents ..	1	8	27	(c)	..	..	
Swedish Pakistani Institute of Technology							
Purchase & Marketing Officer	1	1	5	2	2	(1)	
Instructor (Wood Working)	1	1	1	1	1	1	
Instructor (Wood Working Joinery)	1	1	3	3	3	1	
Instructor (Electrical) ..	1	1	3	2	(a)	..	
Instructor (Metal Working)	1	1	(d)	..	..	..	
NATURAL RESOURCES DIVISION	10	10					
Assistant Director (Technical)	1	1	4	(c)	..	..	
Research Officer ..	1	1	(d)	..	..	..	
Economic Investigator	1	1	(b)	..	..	..	
Geological Survey of Pakistan							
Geophysical Engineer ..	1	1	5	2	2	1	

1	2	3	4	5	6	7	8
Printing Officer ..	1	1	5	(c)	..	..	
Chief Engineering Adviser							
Assistant Adviser (Civil Engineering)	1	1	3	(f)	..	(o)	
Assistant Adviser (Power)	1	1	(d)	..	..	..	
Assistant Administrative Officer	1	1	17	(c)	..	..	
Sub-Divisional Officer	1	1	(d)	..	..	..	
Assistant Adviser (Civil)	1	1	(d)	..	..	..	
MINISTRY OF LAW AND PARLIAMENTARY AFFAIRS	6	14					
LAW DIVISION ..	1	2	..	..	..	..	
Translation Officer (Bengali/Urdu)	1	2	14	8	(a)	..	
PARLIAMENTARY AFFAIRS DIVISION	5	12	..	..	..	..	
National Assembly Secretariat							
Senior Translater (Urdu)	1	2	5	(c)	..	..	
Interpretor-*cum*-translator	1	6	(b)	..	..	..	
Official Reporter (Urdu)	1	1	(b)	..	..	..	
Editor of Debates ..	1	1	8	5	3	(o)	
Official Reporter (English)	1	2	9	4	(i)	..	

ANNEXURE TO APPENDIX 'C'

I. LIST OF RECRUITMENT CASES WHERE CANDIDATES WERE RECOMMENDED

SL. No.	SUBJECT
1.	Assistant Director (Recruitment) in the Central Public Service Commission, Class I.
2.	Assistant Project Director in the Brace Shop, Health Division, Class I.
3.	Nine Trainee Officers, Communication Engineering, Directorate General of Civil Aviation, Ministry of Defence, Class II.
4.	Eight Trainee Officers, Aerodrome, Directorate General of Civil Aviation, Ministry of Defence, Class II.
5.	Senior Medical Officer, National Research Institute of Family Planning, Health Division, Class I.
6.	Two Deputy Settlement Commissioners, Rehabilitation and Works Division, Class I.
7.	Assistant Professor (Sociology), National Research Institute of Family Planning, Health Division, Class I.
8.	Two Overseers in the Government of Pakistan Presses, Department of Printing and Stationery, Industries Division, Class II.
9.	Port Director, Chalna Anchorage, Directorate General of Ports and Shipping, M/O. Communications, Class I.
10.	Accounts Officer, Chalna Anchorage, Directorate General of Ports and Shipping, M/O Communications, Class I.
11.	Reference Officer (Senior), Bureau of National Research and Reference, M/O Information and Broadcasting, Class I.
12.	Reference Officer (Junior), Bureau of National Research and Reference, M/O Information and Broadcasting, Class I.
13.	Deputy Chief, Health Section, Planning Division, President's Secretariat, Class I.
14.	Geophysical Engineer, Geological Survey of Pakistan, Class II.
15.	Custodian, Archaeological Museum, Harappa, Department of Archaeology, M/O Education, Class II.
16.	Statistician, Ministry of Agriculture and Works (Agriculture Census), Class I.
17.	Nine Field Investigators, Department of Marketing Intelligence and Agricultural Statistics, Food and Agriculture Division, Class II.
18.	Professor of Surgery, Post-graduate Medical Centre, Health Division, Class I.
19.	Assistant Mechanical Engineer, Pakistan Forest Institute, Food and Agriculture Division, Class II.
20.	Tourist Officer, Export Promotion Bureau, Directorate of Tourism, Ministry of Commerce, Class II.
21.	Silviculturist, Food and Agriculture Division, Class I.
22.	Overseer, Government of Pakistan Press, Department of Printing and Stationery, Industries Division, Class II.
23.	Assistant Professor of Pharmacology, Jinnah Postgraduate Medical Centre, Health Division, Class I.
24.	Librarian, Ministry of Education, Class II.

SL. No.	SUBJECT
25.	Production Manager, Department of Films and Publications, Ministry of Information and Broadcasting, Class I.
26.	Fourteen Assistant Meteorologists, Pakistan Meteorological Department, Ministry of Defence, Class II.
27.	Two Senior Marketing Officers, Department of Marketing Intelligence and Agricultural Statistics, Food and Agriculture Division, Class I.
28.	School Master, Mercantile Marine Academy, Directorate General of Ports and Shipping, Ministry of Communications, Class II.
29.	Clinician (Leader), Directorate of Nutrition and Research, Health Division, Class I.
30.	Instructor (Wood Working), Cabinet Making, Swedish Pakistani Institute of Technology, Kaptai, Class II.
31.	Sports Officer, Civil Service Academy, Establishment Division, Class II.
32.	Systematic Entomologist, Pakistan Forest Institute, Food and Agriculture Division, Class I.
33.	Two Economic Investigators, Metric Cell, Industries Division, Class II.
34.	Purchase & Marketing Officer in the Swedish Pakistani Institute of Technology, Industries Division, Class II.
35.	Deputy Assistant Director (Technical), Cabinet Division, Class I.
36.	Senior Marketing Officer, Department of Marketing Intelligence and Agricultural Statistics, Class I.
37.	Biologist, Marine Fisheries Department, Class I.
38.	Two Medical Technologists, Post-graduate Medical Centre, Health Division, Class II.
39.	Research Officer (Senior), Bureau of National Research and Reference, Class I.
40.	Research Officer (Planning Cell), Industries Division, Class I.
41.	Two Assistant Directors (Technical), Investment Promotion and Supplies, Class I.
42.	Instructor (Wood Working Joinery), Swedish Pakistani Institute of Tehchnology, Class II.
43.	Geophysical Engineer, Geological Survey of Pakistan, Natural Resources Division, Class II.

II. LIST OF RECRUITMENT CASES WHERE CANDIDATES COULD NOT BE RECOMMENDED

1.	Chairman, Central Board of Films Censors, Ministry of Information and Broadcasting, Class I.
2.	Assistant Seasoning Officer, Pakistan Forest Institute, Food & Agriculture Division, Class II.
3.	Professor in Civil Engineering, Military College of Engineering, Ministry of Defence, Class I.
4.	Two Nautical Instructors, Mercantile Marine Academy, Ministry of Communications, Class I.
5.	Editor of Debates, National Assembly Secretariat, Parliamentary Affairs Division, Class II.
6.	Assistant Forest Chemist, Pakistan Forest Institute, Food & Agriculture Division, Class II.

SL. No.	SUBJECT
7.	Hydrographer, Office of the Chief Engineering Adviser, Navigation Directorate, Ministry of Communications, Class II.
8.	Assistant Adviser (Civil Engineering) in the Office of the Chief Engineering Adviser, Natural Resources Division, Class I.
9.	Forest Botanist, Pakistan Forest Research Laboratory, Chittagong, Food & Agriculture Division, Class I.
10.	Forest Economist, Pakistan Forest Research Laboratory, Food & Agriculture Division, Class I.
11.	Publicity and Liaison Officer, Forest Research Laboratory, Food & Agriculture Division, Class I.
12.	Assistant Consulting Engineer, Roads, Communications Division, Class I.
13.	Wood Chemist, Pakistan Forest Institute, Food & Agriculture Division, Class II.
14.	Mechanical Supervisor, Government of Pakistan Presses, Department of Stationery & Printing, Industries Division, Class II.

III. LIST OF RECRUITMENT CASES WHERE NO APPLICATION WAS RECEIVED AND FAILURE REPORTED

1.	Two Lecturers in Civil Engineering, Military College of Engineering, Ministry of Defence, Class II.
2.	Indexer, Ministry of Education, Class II.
3.	Malaria Officer (Entomology) in the Malaria Institute of Pakistan, Health Division, Class II.
4.	Senior Research Officer, Timber Engineering Section, Forest Research Laboratory, Food & Agriculture Division, Class I.

IV. LIST OF RECRUITMENT CASES WHERE RECRUITMENT WAS CANCELLED AFTER ADVERTISEMENT

1.	Senior Research Officer, Wood Preservation Section, Forest Research Laboratory, Food & Agriculture Division, Class I.
2.	Senior Research Officer, Wood Seasoning Section, Forest Research Institute, Food & Agriculture Division, Class I.
3.	Senior Research Officer, Paper Technology Section, Forest Research Laboratory, Food & Agriculture Division, Class I.
4.	Senior Research Officer (Mensuration), Mensuration Section, Forest Research Laboratory, Food & Agriculture Division, Class I.

APPENDIX 'D'

(Para 100)

POSITION OF RECRUITMENT CASES OF 1963 CARRIED OVER TO 1964

(1) Key to the symbols/asterisks used may be seen at page 51

(2) A note regarding the position of recruitment cases may be seen at page 52

Ministry/Division	Requisitions pending	No. of posts	No. of applications received	Selected for interview	Actually interviewed	Recommended for appointment	Remarks
1	2	3	4	5	6	7	8
PRESIDENT'S SECRETARIAT	59	105					
CABINET DIVISION ..	3	9					
Deputy Assistant Director	1	7	56	49	39	7*	
Experimental Officer* ..	1	1	14*	8*	8*	1*	
Experimental Officer ..	1	1	1	1	1	(o)	
ECONOMIC AFFAIRS DIVISION	6	30					
Assistant Economic Adviser*	1	1	4*			(o)	
Research Officer* ..	1	2	7*	6*	5*	2*	
Economic Investigator	1	15	81	56	27*	11*	
Central Statistical Office							
Chief Statistical Officer	1	4	28	14*	14*	4*	
Survey Officer ..	1	4	19	10	9*	3*	
Statistical Investigator*	1	4	12*	9*	3*	(1)	
ESTABLISHMENT DIVISION	6	11					
Research Associate ..	1	1	3	3*	2*	1*	
Welfare Officer ..	1	2	10	7	4	2*	
Welfare Officer (Women)*	1	1	4*	3*	3*	1*	
Statistical Investigator	1	1	27	15	13	1*	
Statistical Assistant ..	1	2	20	18	11	1*	
Central Public Service Commission							
Statistical Assistant ..	1	4	9	9	8	2*	

1	2	3	4	5	6	7	8
PLANNING DIVISION	44	55					
Chief (International Economics)	1	1	3	3*	3*	(1)	
Chief (Health) ..	1	1	2	(j)			
Chief (Housing & Settlement)	1	1	7	6*	6*	(1)	
Joint Chief (Economist)	1	1	4	3*	3*	1*	
Deputy Chief (Transport & Communication)	1	1	12	6*	5*	(1)	
Deputy Chief (General Economics)	1	1	18	16*	14*	(1)	
Deputy Chief (International Economics)	1	1	7	7*	7*	(1)	
Deputy Chief (Demography)	1	1	9	(c)			
Deputy Chief (Econometrics)	1	1	5	5*	5*	(1)	
Deputy Chief (Fiscal & Monetary)	1	1	15	11*	8*	(1)	
Deputy Chief (Industries & Commerce)	1	1	24	14*	12*	(1)	
Deputy Chief (Agriculture & Food)	1	1	11	11*	11*	(1)	
Deputy Chief (Education)	1	1	21	17*	15*	(1)	
Deputy Chief (Evaluation)	1	1	10	10*	9*	(1)	
Deputy Chief (Water & Power)	1	1	9	7*	7*	(1)	
Assistant Chief (Economic Research)	1	1	45	20*	17*	(1)	
Assistant Chief (Evaulation)	1	1	19	14	13	1*	
Assistant Chief (Transport & Communication)	1	1	21	7*	5*	(1)	
Assistant Chief (Water & Power)	1	1	11	8*	5*	(1)	
Assistant Chief (International Economics)	1	1	20	16*	14*	(1)	
Assistant Chief (Econometrics)	1	2	8	8*	(a)		
Assistant Chief (Social Welfare)*	1	1	8*	3*	3*	(1)	

1	2	3	4	5	6	7	8
Assistant Chief (Evaluation)	1	1	(j)				
Assistant Chief (Manpower)*	1	1	(h)				
Administrative Officer (*Ex*-Cadre)*	1	1	33*	11*	(a)	..	
Research Officer (Agriculture & Food)	1	3	18	11*	9*	(1)	
Research Officer (Water & Power)	1	1	..	..	..	(o)*	
Research Officer (Manpower)	1	1	2	2*	2*	(1)	
Research Officer (Evaulation)	1	1	64	14*	8*	(1)	
Research Officer (General Economics)	1	1	30	25*	19*	(1)	
Research Officer (Industries & Commerce)	1	3	74	27*	18*	(1)	
Research Officer (Fiscal & Monetary)	1	1	24	18*	15*	(1)	
Research Officer (Housing & Settlement)	1	2	2	2*	2*	(j	
Research Officer (Education)	1	1	20	13*	10*	(1)	
Research Officer (Transport & Communication)	1	2	6	5*	5*	(1)	
Research Officer (Perspective Planning)	1	1	13	9*	4*	(1)	
Economic Investigator (General Economics)	1	2	11	8*	8*	(1)	
Economic Investigator (Health)	1	1	9	6*	6*	(1)	
Economic Investigator (Agriculture & Food)	1	3	32	27*	12*	(1)	
Economic Investigator (Education)	1	1	4	2*	1*	(1)	
Economic Investigator (Transport & Communication)	1	2	10	9*	5*	(1)	
Economic Investigator (Water & Power)*	1	1	2*	1*	1*	(1)	
Economic Investigator (Development Authorisation)	1	2	14	10*	10*	(1)	
Economic Investigator (Fiscal & Monetary)	1	1	2	2*	1*	(1)	

1	2	3	4	5	6	7	8
MINISTRY OF AGRICULTURE & WORKS	**43**	**118**					
FOOD & AGRICULTURE DIVISION	41	116					
Director of Research ..	1	1	(d)				
Deputy Agricultural Development Commissioner*	1	1	6*	5*	5*	1*	
Assistant Director of Research	1	1	4	2	..	(o)*	
Ichthyologist	1	1	4	4*	3*	1*	
Technical Assistant* ..	1	5	5*	5*	1*	(o)*	
Marketing Intelligence & Agricultural Statistics							
Deputy Director (Agricultural Economics)	1	1	9	6*	(r)		
Deputy Co-operation & Marketing Adviser (Wool)*	1	1	5*	5*	5*	1*	
Senior Wool Grading Officer*	1	1	4*	2*	1*	(l)	
Senior Grading Officer (Hides & Skins)*	1	3	23*	10*	6*	1*	
Senior Testing Officer (Hides & Skins)*	1	3	20*	10*	8*	1*	
Junior Testing Officer (Hides & Skins)*	1	2	25*	14*	12*	2*	
Junior Grading Officer (Hides & Skins)	1	3	23*	11*	(a)		
Survey Officer ..	1	1	11	7	4	1*	
Research Officer (Economic Studies)*	1	1	6*	4*	3*	(o)*	
Statistical Officer* ..	1	1	9*	4*	4*	1*	
Hair Grading Inspector	1	2	4	3	3	2*	
Grading Inspector (Coriander Seed & Sann Hemp)*	1	1	6*	3*	3*	1*	
Grading Inspector (Hides & Skins)*	1	35	22*	(c)			
Wool Testing Assistant ..	1	1	5	4	3	1*	
Testing Assistant (Hides & Skins)*	1	24	25*	(c)			
Forest Department							
Plant Physiologist ..	1	1	3	2	1	(o)*	

1	2	3	4	5	6	7	8
Assistant Silviculturist ..	1	2	22	20*	17*	2*	
Medicinal Plant Botanist*	1	1	3*	1*	..	(o)*	
Mechanical Engineer ..	1	1	4	4	3	1*	
Water-shed Management & Soil Conservation Officer	1	1	6	2*	2*	(o)*	
Junior Research Officer (Wood-Working)*	1	1	6*	6*	6*	1*	
Junior Research Officer (Timber)*	1	1	3*	2*	1*	1*	
Marine Fisheries Department							
Biologist	1	1	9	4	3	(o)*	
Oceanographer ..	1	1	3	1	1*	1*	
Assistant Director (Socio Economics)	1	1	7	6	4	1*	
Marketing Officer* ..	1	1	5*	(j)			
Statistical Officer* ..	1	1	7*	5*	4*	(i)	
Department of Locust Warning and Plant Quarantine							
Pilot	1	5	21	15*	12*	5*	
Chemist	1	1	(d)				
Assistant Entomologist	1	2	9	2	2	(o)*	
Assistant Quarantine Entomologist	1	1	4	3	2	1*	
Junior Engineer ..	1	1	2	2	2	1*	
Electronic Mechanic* ..	1	1	5*	4*	2*	1*	
Assistant Aerial Pest Control Officer	1	1	..	..	..	(g)1*	
Zoological Department							
Zoologist	1	1	(d)				
Wild Life Preservation Officer.	1	1	(d)				
REHABILITATION AND WORKS DIVISION	2	2	..	..	..	..	
Rehabilitation							
Deputy Settlement Commissioner.	1	1	20	12	10*	1*	

1	2	3	4	5	6	7	8
Works							
Pakistan Public Works Department							
Junior Architect* ..	1	1	2*	1*	(a)		
MINISTRY OF COMMERCE	15	20					
Controller of Insurance	1	1	8	6	6*	1*	
Statistician	1	1	11	11	4+5*	1*	
Economic Investigator	1	1	11	7	3+4*	1	
Tariff Commission							
Cost Accounts Officer ..	1	1	5	2*	2*	1*	
Research Officer ..	1	2	6	6	5*	1*	
Investigator	1	1	6	3	3*	1*	
Department of Tourism							
Deputy Director ..	1	2	39	23	19+2*	2*	
Statistician*	1	1	3*	3*	3*	(l)	
Public Relations Officer*	1	3	28*	14*	12*	3*	
Jute Board							
Director (External Marketing and Industry)	1	1	7	4	4	1*	
Director (Statistical & Research)	1	1	17	11	5	1*	
Assistant Director (External Marketing & Industry)	1	2	28	20	19	2*	
Research Officer (Statistical & Research)	1	1	20	8	8	1*	
Statistical Officer (Statistical and Research)	1	1	18	9	8	1*	
Private Secretary to the Vice Chairman	1	1	27	(k)2	2	1*	
MINISTRY OF COMMUNICATIONS	10	13					
Deputy Director (Navigation Directorate)	1	2	7	3*	2*	2*	
Assistant Director (Navigation Directorate)	1	1	3	2	2*	(o)*	
Directorate General of Telegraphs & Telephone							
Lady Assistant Surgeon*	1	1	1*	1*	1*	1*	

1	2	3	4	5	6	7	8
Progress Officer ..	1	1	(d)				
Directorate General of Pakisan Post Offices							
Assistant Engineer (Development)*	1	1	5*	(c)			
Assistant Engineer (Post Mechanisation)*	1	1	7*	(c)			
Directorate General of Ports & Shipping							
Electrical Officer ..	1	1	2	2*	2*	(o)*	
Assistant Shipping Master	1	2	(d)	..	..	—	
Mercantile Marine Department							
Nautical Surveyor ..	1	2	1	1*	..	(o)*	
Nautical Instructor ..	1	1	1	..	..	(o)	
MINISTRY OF DEFENCE	3	3					
Civil Aviation Department							
Inspector, Glider Pilot..	1	1	1	1*	1*	1*	
Meteorological Department							
Electronic Scientist* ..	1	1	15*	8*	7*	1*	
Workshop Engineer* ..	1	1	1*	1*	1*	(o)*	
MINISTRY OF EDUCATION	13	20					
Assistant Educational Adviser (Tech.)	1	2	17	12*	11*	2*	
Assistant Educational Adviser (Gen.)	1	2	9	8*	7*	2*	
Technical Assistant ..	1	6	13	11	6+5*	3*	
Central Bureau of Education							
Specialist (Audio Visual)	1	1	35	16*	14*	1*	
Statistician	1	1	8	4*	4*	1*	
Technical Assistant (Documentation)	1	1	3	3*	3*	1*	
Technical Assistant (Statistics)*	1	1	6*	(c)			
Department of Archaeology							
Architect (Historical Monuments)*	1	1	..	..	..	(o)*	
Assistant Engineer Electrical	1	1	1	1*	1*	1*	

1	2	3	4	5	6	7	8
Directorate of Archives & Libraries							
Assistant Director ..	1	1	5*	5*	5*	1*	
Research Officer ..	1	1	10	9	5*	1*	
Research Officer ..	1	1	9	9	5+4*	1*	
Microfilming Assistant*	1	1	1*	..	..	(o)*	
MINISTRY OF INFORMATION AND BROADCASTING	21	70					
Public Relations Officer	1	1	(j)				
Assistant Public Relations Officer	1	1	(j)				
Assistant Editor (Bengali)*	1	1	11*	7*	6*	1*	
Basic Democracies							
Evaluation & Research Officer*	1	1	9*	(j)	..	..	
Research Officer ..	1	1	12*	6*	6*	1*	
Statistical Assistant* ..	1	1	4*	2*	..	(o)*	
Department of Films & Publications							
Laboratory Superintendent	1	1	4	3*	3*	1*	
Radio Pakistan							
Assistant News Editor*	1	1	32*	22*	(a)		
Reference Officer* ..	1	1	4*	(c)			
Radio Engineer ..	1	19	(d)				
Sub-Editor*	1	10	31*	19*	19*	8*	
Pushto Supervisor ..	1	1	5	5*	4*	1*	
Bengali Supervisor ..	1	1	24	22	14*	1*	
Urdu Supervisor ..	1	1	24	21	17*	1*	
Bureau of National Research & Reference							
Research Officer Senior	1	8	70	36*	29*	7*	
Research Officer Junior	1	8	86	31*	25*	(1)	
Librarian-*cum*-Public Relations Officer	1	1	9*	9*	9*	1*	
Assistant Director (Research)*	1	1	2*	..	..	(o)*	

1	2	3	4	5	6	7	8
Press Information Department							
Information Officer ..	1	4	(j)				
Photographic Editor* ..	1	1	4*	(j)			
Assistant Information Officer	1	6	(d)				
MINISTRY OF FINANCE	6	29					
Associate Economist ..	1	1	5	4*	4*	1*	
Research Officer* ..	1	2	10	6*	5*	1*	
Central Board of Revenue							
Marine Superintendent	1	2	8	6*	6*	2*	
Appraiser (Tech. & Non-Tech.)	1	9	(d)				
Appraiser (Technical) ..	1	5	(d)				
Appraiser	1	10	(d)				
MINISTRY OF HEALTH, LABOUR & SOCIAL WELFARE	49	96	..				
HEALTH DIVISION ..	44	89					
Director (Malaria Institute)	1	1	4	2	2	1*	
Deputy Director, Central Drugs Laboratory	1	1	3	3*	2*	1*	
Professor (Paediatrics)	1	1	1	1	1	1*	
Professor (Paediatric Surgery)	1	1	1	1	1	1*	
Parasitologist ..	1	1	3	3	1+1	1*	
Dental Surgeon* ..	1	1	12*	2*	2*	1*	
Associate Surgeon (Paediatrics) and Assistant Professor	1	1	6	3*	3*	1*	
Associate Physician (Paediatrics) and Assistant Professor	1	2	3	3*	2*	2*	
Medical Superintendent*	1	1	5*	5*	4*	(l)	
Deputy Medical Superintendent	1	1	2	2	2*	(o)*	
Officer-Incharge T. B. Control	1	1	2	2	1	1*	
Officer-Incharge B.C.G.*	1	1	1*	1*	1*	1*	
Health Officer* ..	1	1	1*	..	..	(o)*	

1	2	3	4	5	6	7	8
Port Health Officer ..	1	1	(d)				
Air Port Health Officer	1	1	(d)				
Deputy Port Health Officer	1	1	(d)				
Assistant Secretary (Pharmacopoeial Committee)	1	1	2	2	2*	1*	
Medical Officer* ..	1	34	66*	59*	50*	29*	
Medical Officer (T.B. Centre)*	1	6	4*	4*	4*	1*	
Statistical Officer ..	1	1	23	13	5+6*	1*	
Statistical Officer (Publications)	1	1	9	4	4	1*	
Statistical Officer (T.B. Control)*	1	1	3*	1*	(a)		
Directorate of Central Health Establishments & Stores							
Relief Supply Officer ..	1	1	(j)				
Assistant Manager (UNICEF Section)*	1	1	19*	12*	12*	(1)	
Jinnah Post-Graduate Medical Centre							
Eye Surgeon	1	1	10	10	7+2*	1*	
Psychologist	1	1	2	2	2*	1*	
Professor (Neuro Surgery)*	1	1	1*	1*	1*	(l)	
Assistant Professor (Anatomy)	1	1	3	3*	2*	1*	
Assistant Professor (Psychology)	1	1	1	1	(a)		
Electronic Technician ..	1	1	12	3	2	(o)*	
Brace Shop Supervisor	1	1	4	4	4	1*	
Bureau of Laboratories							
Deputy Director ..	1	1	4	4*	4*	1*	
Estate Officer* ..	1	1	11*	4*	3*	1*	
Directorate of Nutrition & Research							
Bio Chemist (Senior)* ..	1	1	6*	6*	5*	1*	
Clinician	1	2	(b)*				
Senior Accountant ..	1	1	9	3	3	1*	

1	2	3	4	5	6	7	8
Family Planning							
Director	1	1	(*d*)				
Deputy Director ..	1	1	4	4	4	1*	
Research Biologist* ..	1	1	(*e*)				
Demographer* ..	1	1	2*	(*c*)			
Field Research Officer (Medical)*	1	3	3*	3*	(*a*)		
Field Research Officer (Social Scientist)*	1	3	13*	(*c*)			
Medical Officer ..	1	2	1	1*	1*	1*	
Research Officer (Media)	1	1	7	6	6*	1*	
LABOUR AND SOCIAL WELFARE DIVISION	5	7					
Director (Vocational Training)	1	1	(*j*)				
Director (Productivity)	1	2	12	7*	(*j*)		
Officer on Special Duty	1	1	12	5	5*	1*	
Seamen's Welfare Officer	1	2	35	11	9	2*	
Research Officer ..	1	2	1	1*	1*	1*	
MINISTRY OF HOME & KASHMIR AFFAIRS	3	**4**					
HOME AFFAIRS DIVISION	3	4					
Assistant Director) (Civil Defence)*	1	1	4*	(*j*)			
Research Officer (Special Branch)	1	1	13	5*	4*	(1)	
Instructor (Civil Defence Academy)*	1	2	25*	14*	12*	2*	
MINISTRY OF INDUSTRIES & NATURAL RESOURCES	**43**	**158**					
INDUSTRIES DIVISION	16	32					
Vocational Instructor (Electrical Technology)	1	1	(*d*)				
Vocational Instructor (Mechanical)	1	1	(*d*)				
Statistical Officer (Planning Cell)	1	1	2*	2*	2*	1*	
Vocational Instructor (Wood-Working)	1	1	(*d*)				

1	2	3	4	5	6	7	8
Vocational Instructor (Welding)	1	1	(*d*)				
Vocational Instructor (Wood-Working Cabinet)	1	1	(*d*)				
Investment Promotion & Supplies							
Assistant Director of Inspection (Technical)	1	1	18	9	8*	1*	
Assistant Director ..	1	1	(*d*)				
Assistant Director (Evaluation and Statistics)	1	2	18	8*	8*	2*	
Examiner of Stores (Mechanical Engineering)*	1	10	20*	14*	(*a*)		
Examiner of Stores (Electrical)*	1	1	9*	6*	(*a*)		
Examiner of Stores (Civil)*	1	3	3*	3*	3*	(1)	
Examiner of Stores (Chemical)*	1	3	6*	3*	(*a*)		
Examiner of Stores (Paper)*	1	2	3*	3*	3*	2*	
Examiner of Stores (Jute)*	1	2	3*	3*	2*	(*l*)	
Examiner of Stores (Timber)*	1	1	7*	5*	(*a*)		
NATURAL RESOURCES DIVISION	27	126					
Assistant Director (Technical)	1	2	10	8	4*	2*	
Chief Engineering Adviser							
Assistant Director ..	1	1	3	2	2*	1*	
Administrative Officer*	1	1	43*	(*j*)			
Geological Survey of Pakistan							
Senior Chemist ..	1	2	11	10	9	(*l*)	
Drilling Engineer ..	1	6	27	8	6	(*l*)	
Geophysicist	1	1	11	6	3	(*j*)	
Accounts Officer ..	1	1	19	9	9	(*l*)	
Assistant Geophysicist	1	6	71	48	48	(*l*)	
Assistant Director (Geologist)	1	8	55	49	32+6*	(*l*)	

1	2	3	4	5	6	7	8
Deputy Director (Administration)	1	1	24	13	13	(*l*)	
Editor	1	1	7	5	5	(*l*)	
Assistant Director (Administration)	1	1	17	7	7	(*l*)	
Chemist	1	1	9	6	5	(*l*)	
Senior Mining Geologist	1	1	11 ..	9	7*	1*	
Mining Geologist* ..	1	1	4*	4*	2*	1*	
Senior Geophysical Engineer*	1	1	6*	2*	2*	(*o*)*	
Officer Incharge, Drawing Office	1	1	13	11	11	1*	
Assistant Publications Officer*	1	1	7*	4*	2*	1*	
Assistant Director (Asstt. Geologist)	1	45	120	112	91	41*	
Assistant Chemist ..	1	9	54	38	30	9*	
Assistant Drilling Engineer	1	24	53	45	41	24*	
Head Surveyor ..	1	2	19	7	7	2*	
Stores Officer ..	1	1	25	8	8	1*	
Curator	1	2	5	5	5	2*	
Work-Shop Superintendent	1	2	14	9	8	2*	
Transport Officer ..	1	1	5	4	4	1*	
Assistant Photogrammetrist	1	3	10	7	7	3*	
MINISTRY OF LAW & PARLIAMENTARY AFFAIRS	5	8					
LAW DIVISION	1	1					
Income Tax Appellate Tribunal							
Judicial Member* ..	1	1	32*	25*	22*	1*	
PARLIAMENTARY AFFAIRS DIVISION	4	7					
Secretary Advisory Council of Islamic Ideology	1	1	4	(*j*)			
National Assembly Secretariat							
Official Reporter (English)	1	3	19	19	(*k*) 1	1*	
Official Reporter (Urdu)	1	1	1	(*k*)	..	(*o*)*	
Translator (Bengali) ..	1	2	13	(*i*)			

ANNEXURE TO APPENDIX 'D'

I. CASES OF 1963 CARRIED OVER TO 1964 WHERE CANDIDATES HAVE BEEN RECOMMENDED

Sl. No.	Subject
1.	Two Welfare Officers, President's Sectt., Establishment Division, Class II.
2.	Four Chief Statistical Officers, Central Statistical Office, Economic Affairs Division, President's Sectt., Class I.
3.	Research Officer (Media) National Research Institute, Family Planning, Health Division, Class II.
4.	Ten Sub-Editors, Radio Pakistan, Information & Broadcasting Division, Class II.
5.	Four Survey Officers, Central Statistical Office, Economic Affairs Division, Class II.
6.	Two Deputy Directors, Department of Tourism, Ministry of Commerce, Class I.
7.	Assistant Director of Inspection (Tech) Department of Investment, Promotion & Supplies, Industries Division, Class I.
8.	Private Secretary to the Vice-Chairman, Jute Board, Ministry of Commerce, Class II.
9.	Two Seamen's Welfare Officers, Labour and Social Welfare Division, Class I.
10.	Asstt. Chief (Evaluation), Agriculture and Food Section, Planning Division, Class I.
11.	Wool Testing Assistant, Department of Marketing Intelligence and Agricultural Statistics, Agriculture Division, Class II.
12.	Statistical Officer, Health Division, Class II.
13.	Statistical Officer (Publication), Health Division, Class II.
14.	Two Hair Grading Inspectors, Department of Marketing Intelligence & Agricultural Statistics, Class II.
15.	Research Officer, Directorate of Archives & Libraries, Ministry of Education, Class II.
16.	Director, External Marketing & Industry Division, Jute Board, Ministry of Commerce, Class I.
17.	Two Assistant Directors, External Marketing and Industry Division, Jute Board, Ministry of Commerce, Class II.
18.	Director, Statistical and Research Division, Jute Board, Ministry of Commerce, Class I.
19.	Research Officer, Statistical and Research Division, Jute Board, Ministry of Commerce, Class II.
20.	Statistical Officer, Statistical and Research Division, Jute Board, Ministry of Commerce, Class II.
21.	Oceanographer, Marine Fisheries Department, Ministry of Food and Agriculture, Class I.
22.	Assistant Director (Socio Economics), Marine Fisheries Department, Agriculture Division, Class I.
23.	Seven Deputy Assistant Directors, Cabinet Division, Class I.
24.	Survey Officer, Economic Studies in Agriculture, Department of Marketing Intelligence and Agricultural Statistics, Agriculture Division, Class II.
25.	Statistician, Ministry of Commerce, Class II.
26.	Director, Malaria Institute of Pakistan, Health Division, Class I.

Sl. No.	Subject
27.	Economic Investigator, E.C.M. Cell, Ministry of Commerce, Class II.
28.	Four Statistical Assistants, Central Public Service Commission, Class II.
29.	Pushto Supervisor, Central News Organisation, Radio Pakistan, Information and Broad-casting Division, Class II.
30.	Bengali Supervisor, Central News Organization, Radio Pakistan, Information and Broad-casting Division, Class II.
31.	Mechanical Engineer, Pakistan Forest Institute, Agriculture Division, Class II.
32.	Officer-in-Charge, T. B. Control Project, Health Division, Class I.
33.	Professor of Paediatrics, Children's Hospital, Health Division, Class I.
34.	Professor of Paediatric Surgery, Children's Hospital, Health Division, Class I.
35.	Deputy Director, Family Planning and Health Education, Health Division, Class I.
36.	Two Assistant Directors (Technical), Petroleum Concession Cell, Natural Resources Division, Class I.
37.	Deputy Director, Bureau of Laboratories, Karachi, Health Division, Class I.
38.	Investigator, Tariff Commission, Ministry of Commerce, Class II.
39.	Three Official Reporters (English), National Assembly Secretariat, Class II.
40.	Research Officer, Labour and Social Welfare Division, Class I.
41.	Senior Accountant, Directorate of Nutrition and Research, Health Division, Class II.
42.	Statistical Investigator, Establishment Division, President's Secretariat, Class II.
43.	Two Statistical Assistants, Establishment Division, President's Secretariat, Class II.
44.	Senior Mining Geologist, G.S.P., Natural Resources Division, Class I.
45.	Eye-Surgeon, J.C.H., Health Division, Class I.
46.	Parasitologist, Health Division, Class I.
47.	Controller of Insurance, Ministry of Commerce, Class I.
48.	Officer on Special Duty (Social Security), Labour & Social Welfare Division, Class I.
49.	Deputy Settlement Commissioner, Rehabilitation & Works Division, Class I.
50.	Two Research Officers, Tariff Commission, Ministry of Commerce, Class II.
51.	Urdu Supervisor, Central News Organization, Radio Pakistan, Information & Broad-casting, Division, Class II.
52.	Fifteen Economic Investigators, Economic Affairs Division, President's Secretariat, Class
53.	Five Pilots in the Department of Locust Warning & Plant Quarantine, Food and Agri-culture Division, Class I.
54.	Statistician, Central Bureau of Education, Education, Division, Class II.
55.	Specialist (Audio Visual), Central Bureau of Education, Education Division, Class I.
56.	Assistant Director, Network Analyser Study Centre, Ministry of Industries and Natural Resources, Natural Resources Division (Office of the Chief Engineering Adviser), Class
57.	Two Assistant Silviculturists, Pakistan Forest Institute, Agriculture Division, Class

Sl. No.	Subject
58.	Junior Engineer, Aviation Workshop, Department of Locust Warning & Plant Quarantine, Food & Agriculture Division, Class II.
59.	Joint Chief, Economist, Planning Division, Class I.
60.	Two Research Officers, Economic Affairs Division, President's Secretariat, Class II.
61.	Psychologist, Neuro-Psychiatric Clinic, J.C.H., Health Division, Class I
62.	Assistant Director (Evaluation and Statistics), Department of Investment Promotion & Supplies, Industries Division, Class I.
63.	Two Associate Physicians (Paediatrics), and Assistant Professor, Children's Hospital, Health Division, Class I.
64.	Research Officer, Directorate of Archives & Libraries, Ministry of Education, Class II.
65.	Assistant Quarantine Entomologist, Department of Locust Warning & Plant Quarantine, Food & Agriculture Division, Class II.
66.	Laboratory Superintendent, Department of Films & Publications, Ministry of Information & Broadcasting, Class I.
67.	Brace shop Supervisor, Directorate of Central Health Establishments and Stores, J.C.H., Health Division, Class II.
68.	Two Deputy Directors, Navigation Directorate, Communication Division, Class I.
69.	Technical Assistant (Documentation), Central Bureau of Education, Ministry of Education, Class II.
70.	Six Medical Officers, T.B. Centre, Health Division, Class II.
71.	Associate Surgeon (Paediatrics) & Assistant Professor, Children's Hospital, Health Division, Class I.
72.	Six Technical Assistants, Ministry of Education, Class II.
73.	Inspector Glidar Pilot, Civil Aviation Department, Ministry of Defence, Class I
74.	Associate Economist, Finance Service Academy, Ministry of Finance, Class I.
75.	Two Assistant Educational Advisers (Tech.), Ministry of Education, Class I.
76.	Two Assistant Educational Advisers (General), Ministry of Education, Class I.
77.	Assistant Professor of Anatomy, Post-graduate Medical Centre, Health Division, Class I.
78.	Assistant Secretary, Pharmacopoeial Committee, Health Division, Class I.
79.	Two Marine Superintendents—one for C.E.& L.C. Collectorate at Chittagong and other for Custom House, Karachi, C.B.R., Ministry of Finance, Class II.
80.	Two Junior Testing Officers (Hides & Skins), Department of Marketing Intelligence & Agricultural Statistics, Food & Agriculture Division, Class II.
81.	Ichthyologist, Biological Research Laboratory, Food & Agriculture Division, Class II.
82.	Two Medical Officers, Family Planning & Health Education, Health Division, Class II.
83.	Two Research Officers, Ministry of Finance, Class II.

Sl. No.	Subject
84.	Thirty four Medical Officers, Health Division, Class II.
85.	Deputy Director, Central Drugs Laboratory, Health Division, Class II.
86.	Research Associate, Civil Service Academy, President's Secretariat (Establishment Division), Class II.
87.	Cost Accounts Officer, Tariff Commission, Ministry of Commerce, Class I.
88.	Judicial Member, Income Tax Appellate Tribunal, Law Division, Class I.
89.	Research Officer, Basic Democracies Wing, Ministry of Information & Broadcasting, Class II.
90.	Assistant Electrical Engineer, Department of Archaeology, Ministry of Education, Class I.
91.	Welfare Officer (Women), Establishment Division, Class II.
92.	Librarian-*cum*-Public Relations Officer, Bureau of National Research and Reference, Ministry of Information & Broadcasting, Class II.
93.	Electronic Scientist, Pakistan Meteorological Department, Ministry of Defence, Class I.
94.	Two Examiners of Stores (Papers), Department of Investment Promotion & Supplies, Industries Division, Class II.
95.	Mining Geologist, G.S.P., Natural Resources Division, Class I.
96.	Assistant Publications Officer, G.S.P., Natural Resources Division, Class I.
97.	Assistant Director of Archives and Libraries, Ministry of Education, Class I.
98.	Assistant Editor (Bengali) Pak. Jamhuriat Weekly, Dacca, Ministry of Information and Broadcasting, Class II.
99.	Estate Officer, National Health Laboratories, Health Division, Class I.
100.	Bio-Chemist (Senior), Directorate of Nutrition & Research, Health Division, Class I.
101.	Electronic Mechanic, Department of Locust Warning & Plant Quarantine, Food & Agriculture Division, Class II.
102.	Statistical Officer, Department of Marketing Intelligence & Agricultural Statistics, Food & Agriculture Division, Class II.
103.	Lady Assistant Surgeon, Telegraph Workshop, Kotri, Telegraph & Telephone Department, Ministry of Communications, Class II.
104.	Officer-in-Charge, B.C.G. Production Laboratory, Health Division, Class I.
105.	Assistant Aerial Pest Control Officer, Department of Locust Warning & Plant Quarantine, Class II.
106.	Grading Inspector, Coriander Seed and Sannhemp, Department of Marketing Intelligence & Agricultural Statistics, Food and Agriculture Division, Class II.
107.	Two Instructors, Civil Defence Academy, Dacca, Home Affairs Division, Class II.
108.	Experimental Officer, Cabinet Division, Class II.
109.	Junior Research officer, Wood Working Section, Forest Research Laboratory, Chittagong, Food and Agriculture Division, Class II.
110.	Junior Research Officer, Timber Physics Section, Forest Research Laboratory, Chittagong, Food and Agriculture Division, Class II.

Sl. No.	Subject
111.	Deputy Co-operation and Marketing Adviser (Wool), Department of Marketing Intelligence and Agricultural Statistics, Class I.
112.	Forty-five Assistant Directors (Assistant Geologists), Geological Survey of Pakistan, Class II.
113.	Nine Assistant Chemists, Geological Survey of Pakistan, Class II.
114.	Twenty-four Assistant Drilling Engineers, Geological Survey of Pakistan, Class II.
115.	Officer-in-Charge, Drawing Office, Geological Survey of Pakistan, Class II.
116.	Two Head Surveyors, Geological Survey of Pakistan, Class II.
117.	Stores Officer, Geological Survey of Pakistan, Class II.
118.	Two Workshop Superintendents, Geological Survey of Pakistan, Class II.
119.	Two Curators, Geological Survey of Pakistan, Class II.
120.	Transport Officer, Geological Survey of Pakistan, Class II.
121.	Three Assistant Photogrammetrists, Geological Survey of Pakistan, Class II.
122.	Deputy Agricultural Development Commissioner, Food and Agriculture Division, Class I.
123.	Senior Grading Officer (Hides and Skins), Department of Marketing Intelligence and Agricultural Statistics, Class I.
124.	Senior Testing Officer (Hides and Skins), Department of Marketing Intelligence and Agricultural Statistics, Class I.
125.	Public Relations Officer, Department of Tourism, Ministry of Commerce, Class II.
126.	Seven Research Officers (Senior), Bureau of National Research & Reference, Class I.
127.	Statistical Officer, Planning Cell, Industries Division.
128.	Two Assistant Directors (Evaluation and Statistics), Department of Investment Promotion and Supplies, Industries Division, Class I.

II. CASES OF 1963 CARRIED OVER TO 1964 WHERE NO CANDIDATE COULD BE RECOMMENDED

1.	Assistant Director of Research (Agriculture), Food and Agriculture Council, Food and Agriculture Division, Class I.
2.	Two Assistant Entomologists, Department of Locust Warning and Plant Quarantine, Food and Agriculture Division, Class II.
3.	Electronic Technician, Post-Graduate Medical Centre, Health Division, Class II.
4.	Biologist, Marine Fisheries Department, Agriculture Division, Class I.
5.	Plant Physiologist, Pakistan Forest Institute, Agriculture Division, Class I.
6.	Nautical Instructor, Mercantile Marine Academy, Directorate General of Ports and Shipping, Ministry of Communications, Class II.
7.	Assistant Director (Navigation), Navigation Directorate, Ministry of Communications, Class I.
8.	Experimental Officer, Cabinet Division, Class II.
9.	Official Reporter (Urdu), National Assembly Secretariat, Class II.

Sl. No.	Subject
10.	Two Nautical Surveyors, Mercantile Marine Department, Directorate General of Ports and Shipping, Ministry of Communications, Class I.
11.	Deputy Medical Superintendent, Central Government Hospital, Health Division, Class I.
12.	Electrical Officer, Chalna Anchorage, Ports and Shipping, Ministry of Communications, Class II.
13.	Medicinal Plant Botanist, Pakistan Forest Institute, Food and Agriculture Division, Class I.
14.	Water Shed Management and Soil Conservation Officer, Pakistan Forest Institute, Food and Agriculture Division, Class I.
15.	Research Officer, Economic Studies in Agriculture, Department of Marketing Intelligence and Agricultural Statistics, Food and Agriculture Division, Class II.
16.	Workshop Engineer, Pakistan Meteorological Department, Ministry of Defence, Class I.
17.	Assistant Economic Adviser, Economic Affairs Division, President's Secretariat, Class I.
18.	Senior Geophysical Engineer, Geological Survey of Pakistan, Natural Resources Division, Class I.
19.	Five Technical Assistants, Food and Agriculture Division, Class II.
20.	Health Officer, Central Government Servants' Colonies, Health Division, Class I.
21.	Microfilming Assistant, Directorate of Archives and Libraries, Ministry of Education, Class II.
22.	Assistant Director (Research) in the Bureau of National Research and Reference, Ministry of Information and Broadcasting, Class I.
23.	Statistical Assistant in the Basic Democracies Wing, Ministry of Information and Broadcasting, Class II.
24.	Dental Surgeon, Central Government Hospital, Health Division, Class I.

III. CASES OF 1963 CARRIED OVER TO 1964 WHERE NO APPLICATION WAS RECEIVED

1. Research Officer, Water and Power Section, Planning Division, Class II.
2. Architect for Historical Monuments, Department of Archaeology, Ministry of Education, Class I.
3. Research Biologist, National Research Institute of Family Planning, Health Divison, Class I.

IV. CASES OF 1963 CARRIED OVER TO 1964 WHERE RECRUITMENT WAS WITHDRAWN BEFORE POSTS WERE ADVERTISED.

1. Four Information Officers, Press Information Department, Ministry of Information and Broadcasting, Class I.
2. Relief Supply Officer, Directorate of Central Health, Establishments and Stores, Class I.
3. Director, Vocational Training, East Pakistan Management, Development, Supervisory Instructors' Training Project, Labour and Social Welfare Division, Class I.

Sl. No.	Subject
4.	Public Relations Officers, Information and Broadcasting, Class I.
5.	Assistant Chief, Evaluation Section, Planning Division, Class I.

V. CASES OF 1963 CARRIED OVER TO 1964 WHERE RECRUITMENT WAS WITHDRAWN AFTER ADVERTISEMENT OF THE POST(S)

1. Geophysicist, Geological Survey of Pakistan, Natural Resources Division, Class I.
2. Secretary, Advisory Council of Islamic Ideology, Parliamentary Affairs Division, Ministry of Law and Parliamentary Affairs, Class I.
3. Chief, Health Section, Planning Division, Class I.
4. Deputy Director, Agriculture Economics, Department of Marketing Intelligence and Agricultural Statistics, Agriculture Division, Class I.
5. Evaluation and Research Officer, Basic Democracies Wing, Ministry of Information and Broadcasting, Class I.
6. Marketing Officer, Marine Fisheries Department, Food and Agriculture Division, Class II.
7. Two Directors of productivity, East Pakistan Management, Development, Supervisory Instructors' Training Project, Labour and Social Welfare Division, Class I.
8. Assistant Director of Civil Defence, Home Affairs Division, Class II.
9. Administrative Officer, Replacement Plan Wing in the office of the Chief Engineering Adviser, Natural Resources Division, Class I.
10. Photographic Editor, Press Information Department, Information and Broadcasting Division, Ministry of Information and Broadcasting, Class I.
11. Two Research Officers (Housing and Settlement), Planning Division, Class II.

VI. CASES WHERE A WRITTEN TEST WAS HELD BEFORE INTERVIEWS

1. Official Reporter (Urdu), National Assembly Secretariat, Class II.
2. Official Reporter (English), National Assembly Secretariat, Class II.

APPENDIX 'E'

(Para. 100)

POSITION OF RECRUITMENT CASES OF 1962 CARRIED OVER TO 1964

(1) Key to the symbols/asterisks used may be seen at page 51

(2) A note regarding the position of recruitment cases may be seen at page 52

Ministry/Division	Requisitions pending	No. of posts	No. of applications received	Selected for interview	Actually interviewed	Recommended for appointment	Remarks
1	2	3	4	5	6	7	8
PRESIDENT'S SECRETARIAT	4	35					
ECONOMIC AFFAIRS DIVISION	4	35					
Evaluation Officer ..	1	2	23	8+5*	4+4*	2*	
Central Statistical Office							
Survey Officer ..	1	4	57	17	15	4*	
Statistical Investigator ..	1	18	54	36	17	(1)	
Field Co-ordinator ..	1	11	80	48	27	10*	
MINISTRY OF AGRICULTURE AND WORKS	3	3					
FOOD & AGRICULTURE DIVISION	2	2					
Department of Locust Warning and Plant Quarantine							
Deputy Director (Research)	1	1	6	6*	6*	1*	
Chief Pilot	1	1	2	2	2	1*	
REHABILITATION & WORKS DIVISION	1	1					
Rehabilitation.							
Deputy Settlement Commissioner	1	1	5	4	4	1*	

1	2	3	4	5	6	7	8
MINISTRY OF COMMERCE	3	12					
Research Officer ..	1	2	29	8+12*	7+7*	2*	
Trade Promotion & Commercial Intelligence (Export Promotion Bureau)							
Research Officer ..	1	3	31	29	19	3*	
Investigator	1	7	51	50	39	7*	
MINISTRY OF COMMUNICATIONS	4	57					
Hydrographer	1	3	8	6	4	2*	
Directorate General of Pakistan Telegraphs & Telephones							
Assistant Divisional Engineer	1	50	70	39*	26*	26*	
Mercantile Marine Department							
Administrative Officer ..	1	1	13	8	8	1*	
School Master	1	3	8	5	4	1*	
MINISTRY OF DEFENCE ..	1	19					
Meteorological Department							
Assistant Meteorologist	1	19	40	32	26	15*	
MINISTRY OF EDUCATION	1	1					
Central Bureau of Education							
Publications Officer ..	1	1	20	10+4*	5+5*	1*	
MINISTRY OF INFORMATION AND BROADCASTING	4	68					
Assistant Press Attache	1	1	53	19+4*	18+2*	1*	
Publicity Officer ..	1	1	11	6+1*	4+1*	(o)	
Department of Films and Publications							
Script Writer	1	3	9	8	7	3*	
Radio Pakistan							
Radio Pakistan ..	1	63	187	46	46	42*	

1	2	3	4	5	6	7	8
MINISTRY OF FINANCE ..	2	13					
Central Board of Revenue				..			
Statistical Officer ..	1	6	155	42	32	6*	
Statistical Investigator ..	1	7	117	34+22*	16+22*	7*	
MINISTRY OF HEALTH, LABOUR AND SOCIAL WELFARE	3	4					
HEALTH DIVISION ..	3	4					
Director, Central Drugs Laboratory	1	1	4	3+1*	3	1*	
Medical Technologist ..	1	2	11	(m)*	..	..	
Assistant Professor (Sociology)	1	1	4	2	1	(o)*	
MINISTRY OF INDUSTRIES AND NATURAL RESOURCES	1	1					
NATURAL RESOURCES DIVISION	1	1					
Office of the Chief Engineering Adviser							
Assistant Adviser (Civil Engineering)	1	1	5	4	4	(o)*	
MINISTRY OF LAW AND PARLIAMENTARY AFFAIRS	1	1					
LAW DIVISION ..	1	1					
Income Tax Appellate Tribunal							
Registrar	1	1	56	37	35	1*	

ANNEXURE TO APPENDIX 'E'

I. LIST OF RECRUITMENT CASES OF 1962 CARRIED OVER TO 1964 WHERE CANDIDATES HAVE BEEN RECOMMENDED

SL. No.	SUBJECT
1.	Sixty-three Radio Engineers in Radio Pakistan, Ministry of Information & Broadcasting, Class II.
2.	Fifty Assistant Divisional Engineers, Telegraphs, Telegraph Engineering Service, Director General, Telegraph & Telephone, Ministry of Communications, Class I.
3.	Three Research Officers, Export Promotion Bureau, Ministry of Commerce, Class II.
4.	Seven Investigators, Trade Promotion and Commercial Intelligence, Ministry of Commerce, Class II.
5.	Chief Pilot, Deptt. of Locust Warning and Plant Qurantine, Food & Agriculture Division, Class I.
6.	Eleven Field Co-ordinators, Central Statistical Office, Economic Affairs Division, President's Secretariat, Class II.
7.	Four Survey Officers, Central Statistical Office, Economic Affairs Division, President's Secretariat, Class I.
8.	Fifteen Assistant Meteorologists, Pakistan Meteorological Department, Ministry of Defence, Class II.
9.	Two Evaluation Officers, Economic Affairs Division, President's Secretariat, Class II.
10.	Publications Officer, Central Bureau of Education, Ministry of Education, Class I.
11.	Three School Masters in the Mercantile Marine Deptt., Dte-General of Ports & Shipping, Ministry of Communications, Class II.
12.	Three Hydrographers, Navigation Directorate, Ministry of Communications, Class II.
13.	Deputy Director (Research), Department of Locust Warning and Plant Quarantine, Food and Agriculture Division, Class I.
14.	Three Script Writers, Department of Films & Publications, Ministry of Information & Broadcasting, Class II.
15.	Director, Central Drugs Laboratory, Health Division, Class I.
16.	Two Research Officers, Economic Research Cell, Ministry of Commerce, Class II.
17.	Administrative Officer, Mercantile Marine Academy, Chittagong, Ministry of Communications, Class II.
18.	Registrar, Income Tax Appellate Tribunal, Law Division, Class I.
19.	Assistant Press Attache, New Delhi, Ministry of Information & Broadcasting, Class I.
20.	Six Statistical Officers, in the Custom House, Central Board of Revenue, Ministry of Finance, Class II.
21.	Seven Statistical Investigators, in the Custom House, Central Board of Revenue, Ministry of Finance, Class II.
22.	Deputy Settlement Commissioner, Ministry of Rehabilitation & Works, Rehabilitation & Works Division, Class I.

II. LIST OF RECRUITMENT CASES OF 1962 CARRIED OVER TO 1964 WHERE NO CANDIDATE COULD BE RECOMMENDED

SL. No.	SUBJECT
1.	Assistant Adviser in Civil Engineering in the Office of the Chief Engineering Adviser, Ministry of Fuel, Power and Natural Resources, Class I.
2.	Assistant Professor (Sociology), National Institute of Family Planning, Health Division, Class I.
3.	Publicity Officer, Tribal Publicity Organisations, Ministry of Information and Broadcasting, Class I.

APPENDIX 'F'

(Para. 100)

POSITION OF RECRUITMENT CASES OF 1961 CARRIED OVER TO 1964

(1) Key to the symbols/asterisks used may be seen at page 51

(2) A note regarding the position of recruitment cases may be seen at page 52

Ministry/Division	Requisitions pending	No. of posts	No. of applications received	Selected for interview	Actually interviewed	Recommended for appointment	Remarks
1	2	3	4	5	6	7	8
PRESIDENT'S SECRETARIAT	**1**	**8**	**22**	**18**	**12**	**6**	
ECONOMIC AFFAIRS DIVISION							
Central Statistical Office							
Statistical/Research Officer	1	8	22	17+1*	11+1*	6*	
MINISTRY OF AGRICULTURE AND WORKS	**2**	**30**	**64**	**50**	**33**	**17**	
FOOD AND AGRICULTURE DIVISION							
Department of Agricultural Economics & Statistics							
Research Investigator ..	1	9	40	29	13	6*	
REHABILITATION AND WORKS DIVISION							
Pakistan Public Works Department							
Assistant Architect ..	1	21	24	21	20	11*	
MINISTRY OF INFORMATION AND BROADCASTING	**2**	**20**	**110**	**88**	**85**	**20**	
Radio Pakistan							
Regional Engineer ..	1	6	42	37+2*	34+2*	6*	
Assistant Regional Director	1	14	68	49	49	14*	

ANNEXRUE TO APPENDIX 'F'

LIST OF RECRUITMENT CASES OF 1961 CARRIED OVER TO 1964 WHERE CANDIDATES HAVE BEEN RECOMMENDED

SL. No.	SUBJECT
1.	Twenty-one Assistant Architects, Pakistan P.W.D., Rehabilitation & Works Division, Class II.
2.	Eight Statistical/Research Officers, Central Statistical Office, Economic Affairs Division, President's Secretariat, Class II.
3.	Nine Research Investigators, Department of Agricultural Economics and Statistics, Food and Agriculture Division, Class II.
4.	Six Regional Engineers, Radio Pakistan, Ministry of Information and Broadcasting, Class II.
5.	Fourteen Assistant Regional Directors, Radio Pakistan, Ministry of Information and Broadcasting, Class II.

APPENDIX 'G'

(Para. 102)

CASES WHERE CANDIDATES WERE RECOMMENDED FROM THE RESERVE LIST IN 1964

SL. No.	SUBJECT
1.	Assistant Regional Directors, Radio Pakistan, Class II.
2.	Evaluation Officer, Economic Affairs Division, President's Secretariat, Class II.
3.	Research Officer, Economic Research Cell, Ministry of Commerce, Class II.
4.	Librarian in the Planning Division, Class II.
5.	Deputy Director, Department of Tourism, Ministry of Commerce, Class I.
6.	Two Seamen's Welfare Officers, Labour and Social Welfare Divison, Class II.
7.	Wool Testing Assistant, Department of Marketing Intelligence and Agricultural Statistics, Class II.
8.	Statistical Officer (Health Division), Class II.
9.	Bengali Supervisor, Central News Organization, Information & Broadcasting Division, Class II.
10.	Urdu Supervisor, Radio Pakistan, Class II.
11.	Assistant News Editor, Radio Pakistan Class II.
12.	Assistant Aerial Pest Control Officers, Department of Locust Warning and Plant Quarantine, Class II.
13.	Assistant Aerodrome Officers, Civil Aviation, Ministry of Defence, Class II.
14.	Assistant Communication Officers, Civil Aviation, Ministry of Defence, Class II.
15.	Deputy Settlement Commissioner, Settlement Organisation, Rehabilitation and Works Division, Class I.
16.	Tourist Officer, Export Promotion Bureau, Directorate of Tourism, Ministry of Commerce, Class II.
17.	Overseer, Government of Pakistan Press, Department of Printing and Stationery, Industries Division, Class II.
18.	Librarian, Ministry of Education, Class II.
19.	Production Manager, Department of Films and Publications, Information and Broadcasting Division, Class I.
20.	Research Officer, Basic Democracies Wing, Ministry of Information and Broadcasting, Class II.

APPENDIX 'H'

(Para 109)

CASES WHERE HIGHER START WAS RECOMMENDED IN 1964

SL. No.	SUBJECT
1.	Cameraman, Department of Films and Publications, Class I.
2.	Assistant Producer (Films), Department of Films & Publications, Class II.
3.	Two Assistant Directors, Technical, Petroleum Concessions Cell, Natural Resources Division, Class I.
4.	Two Deputy Directors, Navigation Directorate, Communications Division, Class I.
5.	Technical Assistant (Documentation), Central Bureau of Education, Class II.
6.	Two Assistant Educational Advisors (General), Ministry of Education, Class I.
7.	Two examiners of Stores (Paper), Department of Investment, Promotion & Supplies, Industries Division, Class II.
8.	Biochemist (Senior), Directorate of Nutrition and Research, Health Division, Class I.
9.	Forty-five Assistant Directors (Assistant Geologists), Geological Survey of Pakistan, Class II.
10.	Nine Assistant Chemists, Geological Survey of Pakistan, Class II.
11.	Twenty-four Assistant Drilling Engineers, Geological Survey of Pakistan, Class II.
12.	Two Head Surveyors, Geological Survey of Pakistan, Class II.
13.	Stores Officer, Geological Survey of Pakistan, Class II.
14.	Two Workshop Superintendents, Geological Survey of Pakistan, Class II.
15.	Transport Officer, Geological Survey of Pakistan, Class II.
16.	Three Assistant Photogrammetrists, Geological Survey of Pakistan, Class II.

APPENDIX 'I'

(Para. 114)

LIST OF RECRUITMENT CASES WHERE PERMISSION FOR MAKING *AD-HOC* APPOINTMENTS WAS ACCORDED IN 1964

SL. No.	SUBJECT
1.	Twenty-one Assistant Architects, Pakistan Public Works Department, Class II.
2.	Senior Marketing Officer (Livestock), Food & Agriculture Division, Class I.
3.	Research/Statistical Officer, Central Statistical Office, Class II.
4.	Forty-six Radio Engineers, Radio Pakistan, Class II.
5.	Seven Investigators, Export Promotion Bureau, Class II.
6.	Librarian, Planning Commission, Class II.
7.	Chief Pilot, Department of Locust Warning and Plant Quarantine, Class I.
8.	Deputy Director (Research), Department of Locust Warning & Plant Quarantine, Class I.
9.	Registrar, Income Tax, Appellate Tribunal, Law Division, Class I.
10.	Four Survey Officers, Central Statistical Office, Economic Affairs Division, President's Secretariat, Class II.
11.	Assistant Director of Inspection (Technical), Department of Investment Promotion & Supplies, Industries Division, Class I.
12.	Assistant Chief (Evaluation), Agriculture & Food Section, Planning Division, Class I.
13.	Director, Statistical & Research Division, Jute Board, Ministry of Commerce, Class I.
14.	Deputy Port Hajj Officer, Directorate General of Ports and Shipping, Ministry of Communications, Class II.
15.	Two Senior Chemists, G. S. P., Natural Resources Division, Class I.
16.	Pushto Supervisor, Central News Organisation, Radio Pakistan, Information & Broadcasting Division, Class II.
17.	Six Drilling Engineers, G. S. P., Natural Resources Division, Class I.
18.	Geophysicist, G.S.P., Natural Resources Division, Class I.
19.	Accounts Officer, G.S.P., Natural Resources Division, Class I.
20.	Six Assistant Geophysicists, G.S.P., Natural Resources Division, Class I.
21.	Eight Assistant Directors (Geologist), G.S.P., Natural Resources Division, Class I.
22.	Deputy Director (Admn.), G.S.P., Natural Resources Division, Class I.
23.	Editor, G.S.P., Natural Resources Division, Class I.
24.	Assistant Director (Admn.) and Co-ordination, G.S.P., Natural Resources Division, Class I.
25.	Chemist, G.S.P., Natural Resources Division, Class I.
26.	Thirty-nine Assistant Directors (Assistant Geologists), G.S.P., Natural Resources Division, Class II.
27.	Geophysical Engineer, G.S.P., Natural Resources Division, Class II.

Sl. No.	Subject
28.	Seven Assistant Chemists, G.S.P., Natural Resources Division, Class II.
29.	Twenty-four Assistant Drilling Engineers, G. S. P., Natural Resources Division, Class II.
30.	Officer-In-Charge, Drawing Office, G.S.P., Natural Resources Division, Class II.
31.	Head Surveyor, G.S.P., Natural Resources Division, Class II.
32.	Stores Officer, G.S.P., Natural Resources Division, Class II.
33.	Two Curators, G.S.P., Natural Resources Division, Class II.
34.	Two Workshop Superintendents, G.S.P., Natural Resources Division, Class II.
35.	Transport Officer, G.S.P., Natural Resoruces Division, Class II.
36.	Three Photogrammetrists/Assistant Potogrammetrist, G.S.P., Natural Resources Division, Class II.
37.	Deputy Settlement Commissioner, Rehabilitation & Works Division, Class I.
38.	Five Pilots in the Department of Locust Warning and Plant Quarantine, Food and Agriculture Division, Class I.
39.	Official Reporter (Urdu) National Assembly Secretariat, Class II.
40.	Chief, Housing and Settlements Section, Planning Division, Class I.
41.	Deputy Chief, Transport & Communications Section, Planning Division, Class I.
42.	Deputy Chief, General Economic Section, Planning Division, Class I.
43.	Deputy Chief, International Economic Section, Planning Division, Class I.
44.	Deputy Chief (Econometrics) Perspective Planning Section, Planning Division, Class I.
45.	Deputy Chief, Fiscal & Monetary Section, Planning Division, Class I.
46.	Deputy Chief, Industries & Commerce Section, Planning Division, Class I.
47.	Deputy Chief, Agriculture & Food Section, Planning Division, Class I.
48.	Deputy Chief, Education Section, Planning Division, Class I.
49.	Deputy Chief, Evaluation Section, Planning Division, Class I.
50.	Deputy Chief, Water & Power Section Planning Division, Class I.
51.	Assistant Chief, Economic Research Section, Planning Division, Class I.
52.	Assistant Chief, Transport & Communications Section, Planning Division, Class I.
53.	Assistant Chief, Water & Power Section, Planning Division, Class I.
54.	Three Research Officers, Industries & Commerce Section, Planning Division, Class II.
55.	Three Research Officers, Agriculture & Food Section, Planning Division, Class II.
56.	Research Officer, Manpower Section, Planning Division, Class II.
57.	Research Officer, Evaluation Section, Planning Division, Class II.
58.	Research Officer, General Economic Section, Planning Division, Class II.
59.	Research Officer, Fiscal & Monetary Section, Planning Division, Class II.
60.	Two Research Officers (Categories A & B) Housing and Settlement Section, Planning Division, Class II.

Sl. No.	Subject
61.	Research Officer, Education Section, Planning Division, Class II.
62.	Two Research Officers, Transport & Communications Section, Planning Division, Class II.
63.	Two Economic Investigators, General Economic Section, Planning Division, Class II.
64.	Economic Investigator, Health Section, Planning Division, Class II.
65.	Economic Investigator, Education Section, Planning Division, Class II.
66.	Economic Investigator, Water & Power Section, Planning Division, Class II.
67.	Two Economic Investigators, Transport & Communications Section, Planning Division, Class II.
68.	Two Economic Investigators, Development Authorisation Section, Planning Division, Class II.
69.	Two Assistant Chiefs (Econometrics), Perspective Planning Section, Planning Division, Class I.
70.	Eight Research Officers (Senior Class I), Bureau of National Research & Reference, Information & Broadcasting Division.
71.	Eight Research Officers, Bureau of National Research and Reference, I & B Division, (Junior Class I.).
72.	Assistant Director (Evaluation and Statistics), Department of Investment Promotion and Supplies, Industries Division, Class I.
73.	Two posts of Translators (Bengali), National Assembly, Ministry of Law and Parliamentary Affairs, Class II.
74.	Assistant Engineer (Development Wing), D. G., Pakistan Post Offices, Ministry of Communications, Class II.
75.	Two Research Officers, Ministry of Finance, Class II.
76.	Thirty-four Medical Officers, Health Division, Class II.
77.	Research Officer, Basic Democracies Wing, Ministry of Information and Broadcasting, Class II.
78.	Public Relations Officer, Information and Broadcasting Division, Class I.
79.	Assistant Public Relations Officer, Ministry of Information and Broadcasting, Class II.
80.	Estate Officer, National Health Laboratories, Health Division, Class I.
81.	Bio-Chemist (Senior), Directorate of Nutrition and Research, Health Division, Class I.
82.	Demographer, National Research Institute of Family Planning, Health Division, Class I.
83.	Three Field Research Officers (Medical), National Research Institute of Family Planning, Health Division, Class I.
84.	Three Field Research Officers (Social Scientist), National Research Institute of Family Planning, Health Division, Class I.
85.	Assistant Chief, Social Welfare Division, Planning Division, Class I.
86.	Professor of Neuro Surgery, J.C.H., Health Division, Class I.
87.	Statistical Officer, Department of Marketing Intelligence and Agricultural Statistics, Food and Agriculture Division, Class II.

Sl. No.	Subject
88.	Statistician, Department of Tourism, Ministry of Commerce, Class II.
89.	Lady Assistant Surgeon, Telegraph Workshop, Kotri, Telegraph and Telephone Department, Ministry of Communications, Class II.
90.	Officer-in-Charge, BCG. Production Laboratory, Health Division, Class I.
91.	Administrative Officer (*Ex*-Cadre), Planning Division, Class II.
92.	Statistical Officer, Directorate of T. B. Control, Health Division, Class II.
93.	Three Junior Testing Officers (Hides and Skins), Department of Marketing Intelligence and Agricultural Statistics, Food and Agriculture Division, Class II.
94.	Three Junior Grading Officers (Hides and Skins), Department of Marketing Intelligence and Agricultural Statistics, Food and Agriculture Division, Class II.
95.	Twenty-four Testing Assistants (Hides and Skins), Department of Marketing Intelligence and Agricultural Statistics, Food and Agriculture Division, Class II.
96.	Thirty-five Grading Inspectors, (Hides and Skins), Department of Marketing Intelligence and Agricultural Statistics, Food and Agriculture Division, Class II.
97.	Deputy Agricultural Development Commissioner, Food and Agriculture Division, Class I.
98.	Instructor, Civil Defence Academy, Dacca, Home Affairs Division, Class II.
99.	Junior Research Officer, Wood Working Section, Forest Research Laboratory, Chittagong, Food and Agriculture Division, Class II.
100.	Junior Research Officer, Timber Physics Section, Forest Research Laboratory, Chittagong, Food and Agriculture Division, Class II.
101.	Assistant Chief (Manpower), Planning Division, President's Secretariat, Class I.
102.	Deputy Co-Operation and Marketing Adviser (Wool), Department of Marketing Intelligence and Agricultural Statistics, Food and Agriculture Division, Class I.
103.	Assistant Manager, UNICEF Section, Directorate of Health Establishment and Stores, Health Division, Class II.
104.	Statistical Assistant in the Basic Democracies Wing, Ministry of Information and Broadcasting, Class II.
105.	Chairman, Central Board of Film Censors, Information and Broadcasting Division, Class I.
106.	Senior Medical Officer, National Research Institute of Family Planning, Health Division, Class I.
107.	Fourteen Assistant Meteorologists, Pakistan Meteorological Department, Ministry of Defence, Class II.
108.	Two Senior Marketing Officers, Department of Marketing Intelligence and Agricultural Statistics, Food and Agriculture Division, Class I.
109.	Assistant Professor (Sociology), National Research Institute of Family Planning, Health Division, Class I.
110.	Two Overseers in the Government of Pakistan Presses, Department of Printing and Stationery, Ministry of Industries, Class II.

Sl. No.	Subject
111.	Technical Officer, Food and Agriculture Division, Class II.
112.	Three Secretaries, one each at Rawalpindi, Lahore and Dacca, Central Board of Film Censors, Ministry of Information and Broadcasting, Class I.
113.	Port Director, Chalna Anchorage, Directorate General of Ports and Shipping, Communications Division, Class I.
114.	Reference Officer, Bureau of National Research and Reference, Ministry of Information and Broadcasting (Senior Class I).
115.	Reference Officer, Bureau of National Research and Reference, Ministry of Information and Broadcasting (Junior Class I).
116.	Deputy Chief, Health Section, Planning Division, President's Secretariat, Class I.
117.	Two Research Officers, Manpower Section, Planning Division, President's Secretariat, Class II.
118.	Statistician, Ministry of Agriculture and Works (Agriculture Census), Class I.
119.	Editor of Debates, National Assembly Secretariat, Parliamentary Affairs Division, Class II.
120.	Two Official Reporters (English), National Assembly of Pakistan, Parliamentary Affairs Division, Class II.
121.	Professor of Microbiology, Post-graduate Medical Centre, Health Division, Class I.
122.	Professor of Physiology, Post-graduate Medical Centre, Health Division, Class I.
123.	Professor of Biochemistry, Post-graduate Medical Centre, Health Division, Class I.
124.	Professor of Surgery, Post-graduate Medical Centre, Health Division, Class I.
125.	Administrative Officer, T. B. Control Project, Health Division, Class II.
126.	Survey Officer, Central Statistical Office, Economic Affairs Division, President's Secretariat, Class II.
127.	Research Officer, Metric Cell, Industries Division, Class II.
128.	Five Tourist Information Assistants, Department of Tourism, Ministry of Commerce, Class II.
129.	Progress Evaluation Officer, Basic Democracies Wing, Ministry of Information and Broadcasting, Class II.
130.	Director, Analysis and Research, Agricultural Census, Food and Agriculture Division, Class I.
131.	Deputy Director, Jinnah Post-graduate Medical Centre, Health Division, Class I.
132.	Research Officer, Planning Cell, Industries Division, Class I.
133.	Deputy Medical Superintendent, Central Government Hospital, Health Division, Class I.
134.	Assistant Chief in Education Section, Planning Division, President's Secretariat, Class I.
135.	Purchase and Marketing Officer in the Swedish Pakistani Institute of Technology, Kaptai, Industries Division, Class II.

SL No.	SUBJECT
136.	Instructor, Wood Working (Cabinet Making), Swedish Pakistani Institute of Technology, Kaptai, Industries Division, Class II.
137.	Instructor, Wood Working (Joinery), Swedish Pakistani Institute of Technology, Kaptai, Industries Division, Class II.
138.	Instructor, Metal Working, Swedish Pakistani Institute of Technology, Kaptai, Industries Division, Class II.
139.	Five Technical Assistants, Ministry of Education, Class II.
140.	Assistant Public Relations Officer in the Export Promotion Bureau, Ministry of Commerce, Class II.
141.	Protocol Officer in the Export Promotion Bureau, Ministry of Commerce, Class II.
142.	Two Copyright Assistants, Ministry of Education, Class II.
143.	Indexer, Ministry of Education, Class II.
144.	Statistical Investigator in the Central Bureau of Education, Ministry of Education, Class II.
145.	Research Officer, Farm Management Research, Department of Marketing Intelligence and Agricultural Statistics, Food and Agriculture Division, Class II.
146.	Physician, Central Government Hospital, Health Division, Class I.
147.	Associate Surgeon (Ophthalmology), Central Government Hospital, Health Division, Class I.
148.	Two Law Lecturers for the Civil Service Academy, Establishment Division, President's Secretariat, Class I.
149.	Medical Officer, Telegraph Workshop Dispensary, Ministry of Communications, Class II.
150.	Interpreter-*cum*-Translator in the N. A. Secretariat, Parliamentary Affairs Division, Class II.
151.	Two Junior Engineers, Department of Locust Warning & Plant Quarantine, Food & Agriculture Division, Class II.
152.	Superintendent of Training, Seamen's Training Centre, D.G. of Ports & Shipping, Ministry of Communications, Class I.
153.	Research Officer in the Tariff Commission, Ministry of Commerce, Class II.
154.	Professor of Medicine, Jinnah Post-graduate Medical Centre, Health Division, Class I.
155.	Assistant Director of Civil Defence, Home Affairs Division, Class II.
156.	Scenarist in the Department of Films & Publications, Ministry of Information & Broadcasting, Class II.
157.	Two Economic Investigators, Planning Cell, Industries Division, Class II.
158.	Assistant Settlement Commissioner, Settlement Organisation, Rehabilitation & Works Division, Class I.
159.	Two Translation Officers (one in Urdu and other in Bengali), Law Division, Class II.
160.	Assistant Wood Working Officer, Pakistan Forest Institute, Food & Agriculture Division, Class II.
161.	Assistant Laboratory Superintendent, Department of Films & Publications, Ministry of Information & Broadcasting, Class II.

SL No.	SUBJECT
162.	Deputy Chief, Public Administration Section, Planning Division, President's Secretariat, Class I.
163.	Assistant Manager & Rice Grading Officer, Food & Agriculture Division, Class II.
164.	Two Assistant Quarantine Entomologists, Department of Locust Warning & Plant Quarantine, Food & Agriculture Division, Class II.
165.	Assistant Aerial Pest Control Officer, Department of Locust Warning & Plant Quarantine, Food & Agriculture Division, Class II.
166.	Two Assistant Systematic Entomologists, Department of Locust Warning & Plant Quarantine, Food & Agriculture Division, Class II.
167.	Labour Welfare Officer, Government of Pakistan Press, Department of Printing & Stationery, Industries Division, Classs II.
168.	Controller of Insurance, Ministry of Commerce, Class I.
169.	Research Officer, Cotton Board, Ministry of Commerce, Class II.
170.	Section Officer, Bureau of Laboratories, Health Division, Karachi, Class I.
171.	Pushto Editor, Tribal Publicity Organisation, Class II.
172.	Fifty Assistant Divisional Engineers, Telegraphs, Telegraphs & Telephone Department, Ministry of Communications, Class I.
173.	Cameraman, Department of Films & Publications, Ministry of Information & Broadcasting, Class II.
174.	Field Co-ordinator, Central Statistical Office, Economic Affairs Division, President's Secretariat, Class II.
175.	Deputy Assistant Director (Advertisement), Department of Films & Publications, Ministry of Information & Broadcasting, Class II.
176.	Thirteen Chemical Examiners, Central Testing Laboratories, Ministry of Indutries, Class II.
177.	Ten Physical Engineering Examiners, Central Testing Laboratories, Ministry of Industries, Class II.
178.	Textile Examiner, Central Testing Laborator'es, Ministry of Industries, Class II.
179.	Two Gaugers, Central Testing Laboratories, Ministry of Industries, Class II.
180.	Foreman, Central Testing Laboratories, Industries Division, Class II.
181.	Assistant Inspector of Explosives, Department of Explosives, Industries Division, Class II.
182.	Survey Officer, Central Statistical Office, Economic Affairs Division, President's Secretariat, Class I.
183.	Six Registrars, Jinnah Post-graduate Medical Centre, Health Division, Class I.
184.	Town Planner in the Office of D. M. L. & C., Ministry of Defence, Class I.
185.	Two Senior Architects, Pakistan Public Works Department, Rehabilitation & Works Division, Class I.
186.	Translator in Russian Language, Cabinet Division, Class I.
187.	Research Officer, Central Roads Organisation, Communications Division, Class II.
188.	Statistical Investigator, Central Roads Organisation, Communications Division, Class II.

SL No.	SUBJECT
189.	Statistical Investigator, Department of Investment Promotion & Supplies, Industries Division, Class I.
190.	Two News Editors, Department of Films & Publications, Information & Broadcasting Division, Class II.
191.	Two Soil Survey Research Officers (Laboratory), Soil Survey Project of Pakistan, Food & Agriculture Division, Class I.
192.	Assistant Administrative Officer, Replacement Planning Wing, Office of the Chief Engineering Adviser, Class II.
193.	Translator in Chinese Language, Cabinet Division, Class I.
194.	Associate Paediatrics Surgeon and Assistant Professor, C. G. Hospital, Health Division, Class I.
195.	Anaesthetist, C.G. Hospital, Health Division, Class I.
196.	Economic Investigator, Petroleum Planning and Pricing Cell, Natural Resources Division, Class II.
197.	Commercial Accountant, Communications Division, Class II.
198.	Assistant Dental Surgeon, Jinnah Post-graduate Medical Centre, Health Division, Class II.
199.	Printing Officer, Geological Survey of Pakistan, Natural Resources Division, Class II.
200.	Two Deputy Chiefs (Economic Group), Planning Division, Class I.
201.	Two Assistant Chiefs (Economic Group), Planning Division, Class I.
202.	Associate Surgeon, Health Division, Class I.
203.	Eight Examiners of Patents, Patent Office, Industries Division, Class II.
204.	Technical Assistant (Statistics), Central Bureau of Education, Education Division, Class II.
205.	Chief Survey Officer, Central Statistical Office, Economic Affairs Division, Class I.
206.	Two Nautical Instructors, Mercantile Marine Academy, Directorate General of Ports & Shipping, Ministry of Communications, Class I.
207.	Assistant Director, Department of Investment Promotion & Supplies, Industries Division, Class II.
208.	Film Editor, Department of Films & Publications, Information & Broadcasting Division, Class II
209.	Clinician, Directorate of Nutrition Research, Health Division, Class I.
210.	Director, National Research Institute of Family Planning, Health Division, Class I.
211.	Research Biologist, National Research Institute of Family Planning, Health Division, Class I.
212.	Statistical/Research Officer, Central Statistical Office, Economic Affairs Division, Class II.
213.	Two Official Reporters (English) in the National Assembly Secretariat, Class II.
214.	Assistant Entomologist (Systematic), Department of Locust Warning & Plant Quarantine (Food & Agriculture Division), Class II.
215.	Deputy Director (Regulation & Information), Civil Aviation Department, Class I.
216.	Assistant Settlement Commissioner in the Settlement Organisation, Rehabilitation & Works Division, Class I.

SL. No.	SUBJECT
217.	Forest Botanist, Pakistan Forest Institute, Peshawar, Food & Agriculture Division, Class I.
218.	Two Research Officers, Planning Cell, Industries Division, Class I.
219.	Librarian, Copyright Office, Ministry of Education, Class II.
220.	Production Manager, Department of Films and Publications, Class II.
221.	Medical Officer, Motijheel P. & T Dispensary, Dacca, Class II.
222.	Three Research Officers, Ministry of Finance, Class II.
223.	Chief Accountant, Coal Commissioner's Organisation, Investment Promotion & Supplies, Class I.
224.	Medical Technologist, Jinnah Post-graduate Medical Centre, Karachi, Class II.
225.	Five Technical Assistants, Food & Agriculture Division (Food Wing), Class II.
226.	Two Examiners of Patents, Patent Office, Class II.
227.	Estimator, Department of Investment Promotion & Supplies, Class II.
228.	Two Research Officers, Economic Research Cell in the M/O Commerce, Class II.
229.	Assistant Manager, UNICEF Section, Directorate General of Health, Establishment and Stores, Class II.
230.	Aerial Pest Control Officer, Department of Locust Warning & Plant Quarantine, Class I.
231.	Two Assistant Economic Advisers, Ministry of Finance, Class I.
232.	Two Audit Officers, Commercial Audit Department, Ministry of Finance, Class I.
233.	Junior Radio Entomologist, Department of Locust Warning and Plant Quarantine.
234.	Assistant Chief, Industries and Commerce Section, Planning Division.
235.	Assistant Quarantine Entomologist, Department of Locust Warning and Plant Quarantine.
236.	Radio Engineers, Radio Pakistan.
237.	Survey Officer, Class II, Department of Marketing Intelliegnce and Agricultural Statistics.
238.	Director, Statistics & Research Division in the Jute Board, Ministry of Commerce.
239.	Three Research Officers (Economic Group) in the Planning Division.
240.	Eight Assistant Regional Directors, Radio Pakistan.
241.	Assistant Laboratory Superintendent, Department of Films and Publications.
242.	Thirty-eight Programme Organisers, Radio Pakistan, Class II.
243.	Nine Regional Engineers, Radio Pakistan.
244.	Assistant Chief, Industries and Commerce Section, Planning Division, Class I.
245.	Ten Examiners of Patents in the Patent Office, Class II.
246.	Statistical Officers, President's Secretariat, Establishment Division (E and O & M Wing).
247.	Deputy Chief, Public Administration Section, Planning Division, Class I.

APPENDIX 'J'

(Para. 117)

CASES WHERE THE COMMISSION WERE CONSULTED FOR FIXING THE *INTER SE* SENIORITY OF CANDIDATES RECOMMENDED FROM TIME TO TIME

Sl. No.	Subject
1.	Assistant Directors, Geological Survey of Pakistan, Natural Resources Division, Class II.
2.	Assistant Drilling Engineers, Geological Survey of Pakistan, Natural Resources Division, Class II.
3.	Editors, Food and Agriculture Council, Class I.

APPENDIX 'K'

(Para. 138)

LIST OF IRREGULARITIES COMMITTED BY THE MINISTRIES/DIVISIONS/DEPARTMENTS OF THE GOVERNMENT OF PAKISTAN IN THE SUBMISSION OF MONTHLY RETURNS RELATING TO APPOINTMENTS AND PROMOTIONS TO THE COMMISSION

Name of Ministry/Division/Department	Returns Outstanding for the Period	Date of Receipt/still awaited
MINISTRY OF COMMUNICATIONS		
1. Railway Wing	January—December, 1964	awaited
2. Communications Division ..	January—December, 1964	awaited
3. Directorate General of Telegraph & Telephone	January, 1963—December, 1964 ..	awaited
4. Directorate General of Pakistan Post Office	January—December, 1963	1-4-1964
MINISTRY OF COMMERCE, ITS ATTACHED & SUBORDINATE OFFICES	October—December, 1964	awaited
	Consolidated Returns from June, 1962—December, 1963, in respect of Chief Controller of Imports & Exports.	7-11-1964
MINISTRY OF AGRICULTURE & WORKS		
1. Food Wing	January, 1963—December, 1964 ..	awaited
2. Agriculture Wing	August—November & December, 1963	21-1-1964 & 9-5-1964 respectively
	May—December, 1964	awaited
3. Rehabilitation & Works Division (Proper)	July—October, 1964	1-12-1964
4. Pakistan Public Works Department.	April, 1963 to December, 1964 ..	awaited
5. Estate Office	August & October—December, 1963	awaited
6. Settlement Organisation ..	June—December, 1963 (Class I posts)	awaited
	February—December 1963 (Class II posts)	awaited
MINISTRY OF FOREIGN AFFAIRS	October, 1963 to January, 1964 ..	3-4-1964
	February—December, 1964 ..	awaited
MINISTRY OF HEALTH, LABOUR & SOCIAL WELFARE		
1. Health Division	September, 1963 to December, 1964 ..	awaited
2. Labour & Social Welfare Division	January—April, 1964	15-5-1964

Name of Ministry/Division/ Department	Returns Outstanding for the Period	Date of Receipt/still awaited
MINISTRY OF INDUSTRIES & NATURAL RESOURCES		
1. Industries Division	January—December, 1963	awaited
	January—April, 1964	6-5-1964
2. Department of Investment Promotion & Supplies	Consolidated Returns from 1950 to August, 1964	11-8-1964
3. Geological Survey of Pakistan	October—December, 1963	31-3-1964
MINISTRY OF INFORMATION AND BROADCASTING (Proper)	September, 1963 to January, 1964	11-2-1964
	June—December, 1964	awaited
1. Bureau of National Research & Reference	February—October, 1964	2-11-1964
2. Press Information Department	May, 1963 to December, 1964	awaited
3. Department of Films & Publications	January—December, 1964	awaited
4. Directorate General of Radio Pakistan	January, 1963 to December, 1964	awaited
MINISTRY OF HOME & KASHMIR AFFAIRS		
1. Home Affairs Division (Karachi)	January—April, 1964	25-5-1964
PRESIDENT'S SECRETARIAT		
1. Cabinet Division	June—December, 1964	awaited
2. Planning Division	Consolidated Returns from April, 1962 to September, 1964	31-10-1964
3. Economic Affairs Division	Consolidated Returns from January, 1963 to March, 1964	27-4-1964
	July—December, 1964	awaited
4. Public	February—December, 1964	awaited
MINISTRY OF DEFENCE		
1. Department of Civil Aviation	November, 1963	12-8-1964
	January—July, & September—December, 1964	awaited
2. Meteorological Department	April, 1963 to August, 1964	16-9-1964
MINISTRY OF FINANCE (proper)	January—December, 1963 & June—December, 1964	awaited
1. Central Board of Revenue	June & July, 1964	26-12-1964
2. Pakistan Mint (Lahore)	January—May, 1964	10-10-1964
3. Military	May—December, 1964	awaited

APPENDIX 'L'

(Para. 138)

LIST OF IRREGULARITIES COMMITTED BY THE MINISTRIES/DIVISIONS OF THE GOVERNMENT OF PAKISTAN IN THE SUBMISSION OF MONTHLY RETURNS RELATING TO DISCIPLINARY AND OTHER CASES REGARDING QUALIFICATIONS, RECRUITMENT RULES, METHODS OF RECRUITMENT COMPULSORY RETIREMENT, ETC. TO THE COMMISSION

Name of Ministry/Division/ Department	Returns Outstanding for the Period	Date of Receipt/still awaited
MINISTRY OF COMMUNICATIONS		
1. Railway Wing	December, 1963 to August, 1964	5-10-1964
2. Directorate General of Telegraph & Telephone	October, to December, 1964	awaited
3. Communications Division	March, April and May, 1964	17-6-1964
	January, February and June, 1964	10-8-1964
MINISTRY OF COMMERCE (Proper)	July to December, 1963	10-2-1964
	June to December, 1964	awaited
1. Office of the C C I & E	September to December, 1963	27-10-1964
2. Trade Marks Registry	September to December, 1963	27-10-1964
MINISTRY OF AGRICULTURE & WORKS		
1. Agriculture Wing	December, 1963 to March, 1964	9-5-1964
	April to December, 1964	awaited
MINISTRY OF HEALTH, LABOUR & SOCIAL WELFARE		
1. Health Division	January to March, 1964	19-5-1964
	April to June, 1964	5-8-1964
MINISTRY OF INDUSTRIES & NATURAL RESOURCES		
1. Industries Division	January, 1960 to December, 1963	awaited
	January to April, 1964	7-5-1964
2. Natural Resources Division	May, 1963 to May 1964	24-6-1964
MINISTRY OF HOME & KASHMIR AFFAIRS		
1. Kashmir Affairs Division	January to June, 1964	15-7-1964
2. Home Affairs Division (Karachi)	January to March, 1964	25-5-1964
	July to December, 1964	awaited
MINISTRY OF DEFENCE		
1. Department of Civil Aviation	January to July, 1964	12-8-1964

Name of Ministry/Division/ Department	Returns Outstanding for the Period	Date of Receipt/still awaited
PRESIDENT'S SECRETARIAT		
1. Planning Division	April, 1962 to October, 1964 ..	16-11-1964
2. Economic Affairs Division ..	January to December, 1964 ..	awaited
3. Central Statistical Office ..	January to December, 1964 ..	awaited
4. Public	January to December, 1964 ..	awaited
MINISTRY OF INFORMATION & BROADCASTING (Proper)	September to December, 1964 ..	awaited
1. Press Information Department	April to December, 1963 & January to December, 1964	awaited
2. Directorate General of Radio Pakistan	March to December, 1963	20-2-1964
3. Department of Films & Publications	June to December, 1963	2-4-1964
	April to November, 1964	awaited
4. Bureau of National Research & Reference	March to December, 1964	awaited
MINISTRY OF FINANCE (Proper), Karachi	January to December, 1963 ..	2-6-1964
	January to December, 1964 ..	awaited
1. Military (Rawalpindi) ..	November to December, 1963 and May to December, 1964	awaited

APPENDIX 'M'

(Para. 162)

AGENDA

FOR

THE THIRD CONFERENCE OF CENTRAL AND PROVINCIAL PUBLIC SERVICE COMMISSIONS TO BE HELD ON THE 20TH, 21ST AND 22ND FEBRUARY, 1964 AT KARACHI

CENTRAL PUBLIC SERVICE COMMISSION

1. To Consider the method of selection adopted by Public service commissions in making recruitment to various services and posts.
2. To consider measures to check disregard of the Commissions consultation Regulations by Ministries/Departments.
3. To consider the need for satisfactory coaching arrangements for competitive Examinations held by the Commissions.
4. To consider the need for special facilities for education and training in the subjects in which sufficient number of qualified persons are not available in the country.
5. To consider the need (introducing) and the Principles of pre-selection in competitive Examinations with a view to restrict the Competitive Examinations to only such candidates as had *prima facie* a fair chance of success.
6. To consider the maximum and the minimum age limits and the number of chances allowed to candidates in the competitive examinations.

EAST PAKISTAN PUBLIC SERVICE COMMISSION

7. To consider that Civil Posts connected with the affairs of the Province be clearly defined.
8. To consider whether the Provincial Commission have the same function with regard to recruitment to Railway Services as they have with regard to other Provincial Services and if so, the same may be clarified in the Recruitment Rules being framed.
9. To consider that Gazetted and Non-Gazetted posts under Provincial Government should be clearly defined or their nomenclatures should altogether be abolished and the various Posts/Services properly classified.
10. To consider that principles should be laid down establishing some rational relationship or proportion between pay scales and standards of qualifications.
11. To consider that the Public Service Commissions should be consulted in the matters of structure of services and service cadres and Fixation of pay scales.
12. To consider:—

    (*i*) that all non-gazetted posts should be excluded from the purview of the Public Service Commissions.

    (*ii*) that certain posts, which are at present outside the purview of the Public Service Commissions, may be brought within their purview.
13. To consider that no benefit of seniority, age relaxation and increment should be given to persons appointed on *ad-hoc* basis.
14. To consider whether elementary Mathematics should be included in the syallabus of the Central Superior Services Examination.
15. To consider whether Public Service Commission Regulations and their Rules of Procedure need revision and how it should be done.
16. To consider whether names of candidates selected otherwise than by competitive examination should be published like the result of competitive examination.
17. To consider that the Public Service Commissions should have unrestricted facility of publishing their Advertisements without interference of the Information Department.

WEST PAKISTAN PUBLIC SERVICE COMMISSION

18. To consider that the Public Service Commissions may be consulted in all cases of re-employment of retired persons to Class I and II Services.

19. To consider that all cases of promotion within the same class of service may also be made referable to the Public Service Commissions.

20. To consider that cases of selection of persons, whether in government service or not, for grant of overseas scholarships may be referred to the Commissions.

21. To consider that the status of the Chairman and Members of the Provincial Commission may be raised to that of Chief Secretary and Secretaries to Government respectively.

22. The present position in the warrant of precedence is not in consonance with the importance and functions of the Commission under the constitution.

ANY OTHER ITEMS

(West Pakistan Public Service Commission)

(i) To consider that the status of the West Pakistan Public Service Commission should be raised to that of a Class I Office.

(ii) To consider that training/fellowship facilities should be provided for Members of the Public Service Commissions.

MINUTES OF THE THIRD CONFERENCE OF PUBLIC SERVICE COMMISSIONS OF PAKISTAN HELD AT KARACHI FROM 20TH TO 22ND FEBRUARY, 1964

The Conference assembled on the 20th February, 1964, at 9-00 A.M. in the Conference Room of the Central Public Service Commission at Block No. 1-B, Pakistan Secretariat, Karachi.

The following attended the Conference:—

1.	Mr. K. A. Huque, S.Q.A. P.S.P., ..	Chairman	C.P.S.C.
2.	Mr. A. F. M. Abdul Haq ..	Member	Do.
3.	Mr. Ata Mohammad Noon ..	Member	Do.
4.	Mr. A. H. M. S. Doha	Member	Do.
5.	Mr. Sardar Ahmad	Dy. Secretary	Do.
6.	Mr. M. A. Bary	Chairman	E.P.P.S.C.
7.	Mr. A. K. Bazlul Karim	Member	Do.
8.	Mr. M. U. Ahmad	Member	Do.
9.	Mr. A. Khan	Secretary	Do.
10.	Mr. Mohd. Inamullah Khan ..	Member	W.P.P.S.C.
11.	Mr. M. Y. Agha	Member	Do.
12.	Mr. S. F. Tunia	Asstt. Secy.	Do.

2. Mr. K. A. Huque, S.Q.A., P.S.P., Chairman, Central Public Service Commission, read his address of welcome, and briefly stated the purpose of the Conference. This Conference was being held after nearly 10 years; the previous two Conferences having been held in 1949 and 1954.

3. A message from the President of Pakistan regretting his inability to inaugurate the Conference and conveying his best wishes to the Conference was read out.

4. The Chairman of the East Pakistan Public Service Commission suggested that such Conferences should be held alternately in the two wings of the country. It was decided that the Conference of the Public Service Commissions should be held at least once in three years and that its venue should alternate between the two wings.

5. Consideration of the agenda was then taken up. The following decisions were taken:—

Item No. 1.—To consider the method of selection adopted by Public Service Commissions in making recruitment to the various Services and Posts.

6. After a general discussion regarding the methods of recruitment followed by the Commissions, the Conference was of the view that where the number of candidates available for technical posts is appreciably larger than the number of candidates required there may be a case for holding written examinations for selection to such posts.

Item No. 2.—To consider measures to check disregard of the Commissions' Consultation Regulations, by Ministries/Departments.

7. (*i*) In accordance with para. 4(b) of the P.P.S.C. (Consultation by the G.G.) Regulations, 1953, when the requisition is sent to the Central Public Service Commission by Ministry/Department for filling up of a post, the Central Public Service Commission are required to recommend a candidate within ten days of being asked to do so. If they are not able to recommend a candidate wthin ten days, the Ministry/Department is authorised to make an *ad-hoc* appointment for six months or until the Commission's nominee is available, whichever is earlier. It was observed that *ad-hoc* appointments made by Ministry/Department should clearly specify in their order that the appointment had been made for a period of six months or till the Commission's nominee is available whichever is earlier. If this is not the practice, the Establishment Division should be requested to direct the Ministries/Departments to incorporate this condition in the gazette notification and in the offer of appointment issued to the candidates. Similarly the Service and General Department of the Provincial Government should be requested to adopt it for appointments to the Provincial services.

(*ii*) The Conference was of the view that it would not be appropriate for a Public Service Commission to write direct to the Accountant General concerned in the matter of stopping pay of officers irregularly appointed. If an irregular appointment comes to the notice, the Commission should report it to the Establishment Division of the Government of Pakistan or the Services and General Department of the Provincial Government as the case may be, for necessary action.

(*iii*) The need for early framing of Recruitment and Service Rules by Ministries/Departments where they do not exist and for integrating as far as possible the isolated posts into regularly constituted cadres indicating future prospects and line of promotions etc. in respect of all posts under them in consultation with the Commission should be stressed upon the Government.

(*iv*) The Central Government have already set up a committee consisting of Secretary, Central Public Service Commission, Joint Secretary, O. & M. and the Joint Secretary of the Ministry concerned to look into old cases of irregular appointments in the various Ministries with a view to their regularisation. Provincial Governments may also be requested to set up similar committee.

(*v*) Government should take suitable action against officials who are responsible for callous disregard of the Rules requiring consultation with the Commission.

Item No. 3.—To consider the need for satisfactory coaching arrangements for Competitive Examinations held by the Commission.

8. (*i*) Adequate coaching facilities should be provided at all Universities of Pakistan in accordance with a comprehensive scheme, to help the candidates in their preparation for the Central Superior Services Examination.

(*ii*) Government should give financial and other help to such coaching centres. Stipends should be awarded to deserving candidates which should be adequate to cover the expenses at the coaching centre for the duration of course. There should be a suitable machinery for making selections of candidates for such stipends.

Item No. 4.—To consider the need for special facilities for education and training in the subjects in which sufficient number of qualified persons are not available in the country.

9. It was decided to recommend to the Government that the following measures should be adopted:—

(a) *Short Term Measures*:

(*i*) Provision for better pay and prospects to attract suitable candidates to such professions which are needed for the developing economy, where supply of qualified personnel is deficient.

(*ii*) A comprehensive manpower planning, together with facilities for specialised training within the country or abroad of candidates selected by the Commission who possess the basic academic qualifications.

(b) *Long Term Measures*:

(*i*) More institutions like Politechnics, Engineering Universities and Colleges should be set up within the country to expand facilities for such specialised training. For in-service candidates, evening classes should be arranged by the Institutions where such facilities for training are available.

(*ii*) To fill up the present gap in the number of technical hands available and the number required, a comprehensive scheme of apprenticeship courses should be organised in the establishment where facilities for such training are available. Apprenticeship courses are particularly necessary for new skills and professions created by the advancement of technology, where prospects are unknown, as candidates will otherwise be reluctant to adopt those professions.

(*iii*) Institutions catering to the special needs of the area concerned (*e.g.* Schools for Stenographers in East Pakistan) should also be set up or subsidised, where they already exist.

(*iv*) Award of stipends under a scheme in which persons possessing basic general qualifications are encouraged to acquire within or outside the country the required specialised training and experience. The stipends should be intended to act as an incentive to persons who otherwise cut short their studies and look for jobs of lower technical competence.

(*v*) Long term arrangements may be made with foreign institutions for training of Pakistani personnel in subjects in which training facilities cannot be arranged in the country for some time to come.

(*vi*) Improvement in the prospects of advancement and promotion for the specialists and technical personnel, to bring them on the same level with the administrative services, so as to attract talented young men in sufficient numbers.

Item No. 5.—To consider the need and the principles of pre-selection in Competitive Examinations with a view to restricting the Examinations to only such candidates as had *prima facie* a fair chance of success.

10. It was observed that time has come to set down a higher standard of academic performance, to make a candidate eligible for admission to the Competitive Examinations. Where a degree was required as a minimum qualification for admission to the Examination, candidates with 3rd class Bachelor degree and with another 3rd class in any of the previous examinations *i.e.* Matriculation or Intermediate should be made ineligible. Provision to this effect should be made in the Rules for the Examination. This rule may be relaxed in case of candidates hailing from the backward areas and communities.

Item No. 6.—To consider the maximum and the minimum age limits and the number of chances allowed to candidates in the competitive examinations.

11. The existing age limits and the relaxation of the maximum age limits for candidates from backward areas and communities and Armed Services personnel, in respect of the Central Superior Services as well as Provincial Competitive Examinations may remain, but no candidate should be allowed to avail of more than 3 chances. These will not include one chance allowed to permanent Government Servants to appear at the Central Superior Services Examination, which may be availed of in addition to 3 chances, if admissible.

Item No. 7.—To consider that Civil Posts connected with the affairs of the Province be clearly defined.

12. In the absence of a more comprehensive definition, the definition of such posts given by the Government of East Pakistan (reproduced below) may be accepted:—

"Civil Services of the Province are those Services which are declared to be Provincial Services under rule 18 of the Civil Services (Classification. Control and Appeal) Rules ; and Civil posts connected with the affairs of the Province are all other posts under Provincial Government which do not fall under any category of Provincial Service. The posts under autonomous and semi-autonomous bodies like East Pakistan Water and Power Development Authority, Inland Water Transport Authority, East Pakistan Road Transport Corporation and other local authorities are not Civil posts connected with affairs of the Province and are not included in the Provincial Civil Services. So far as Railway servants are concerned, the Services of such persons are transferred to the Provincial Government by Notification under Article 9(1) (*b*) of the Transfer of Railway order, 1962 and they are now Provincial Government servants. Class I Officers of the Railway Services continue to remain as Members of the Pakistan Railway Service, Class I. The persons belonging to Class II, Class III and Class IV of the Railways Services now transferred to the Provincial Government hold Civil posts in connection with the affairs of the Province".

Item No. 8.—To consider whether the Provincial Commission have the same function with regard to recruitment to the Railway Services as they have with regard to other Provincial Services and if so, the same may be clarified in the Recruitment Rules being framed.

13. The functions, as laid down in the Rules, which were performed by the Central Public Service Commission in regard to Services/Posts in the Railways before Railway became a Provincial subject, should now come within the purview of the Provincial Public Service Commissions subject to their own Limitation of Functions Regulations. Necessary amendments should be made in the Recruitment Rules and in the Regulations of the Provincial Public Service Commissions.

Item No. 9.—To consider that Gazetted and Non-Gazetted posts under Provincial Government should be clearly defined or their nomenclatures should altogether be abolished and the various posts/services properly classified.

14. Any changes in the existing classifications and the nomenclatures of Posts as Gazetted and Non-Gazetted should await Government's decisions on the Report of the Pay and Services Commissions.

Item No. 10.—To consider that principles should be laid down establishing some rational relationship or proportion between pay scales and standards of qualifications.

15. It was observed by the Chairman of East Pakistan Puublic Service Commission that there was a great deal of anomaly between the pay scales on the one hand and the educational requirements on the other. There is scope for rationalisation. The subject requires a thorough examination, to bring about some uniformity between the academic qualifications and training, and the remuneration, of the various services and posts, to which recruitments are not made through Competitive Examinations. It was observed by the Chairman of the Central Public Service Commission that the Educational requirement is one, among several factors, which have to be taken into consideration for the determination of pay scales.

Item No. 11.—To consider that the Public Service Commissions should be consulted in the matters of structures of services and service cadres and fixation of pay scales.

16. The structure of the services is a subject, which covers the entire field of administration. Comprehensive study is necessary to determine where and when reforms are necessary to conform with the changing needs of the time. The practice so far has been to appoint separate Commissions or Committees, for this purpose. The Central Public Service Commission were consulted in such matters.

17. The Service structures and Service cadres should be such that reasonable opportunities of promotions are provided to new entrants in order to provide a satisfactory career for the incumbents, without which the service is bound to lose its attraction and incentive. It is open to the Commission to advise Government where existing openings are considered inadequate.

Item No. 12.—To consider :—

(*i*) that all non-gazetted posts should be excluded from the purview of the Public Service Commission.

(*ii*) that certain posts which are at present outside the purview of the Public Service Commissions may be brought within their purview.

18. (*i*) It was observed that the Provincial Publice Service Commissions should concentrate on recruitment of Class I and Class II posts and other posts of comparable status only, to enable them to pay adequate time and attention to this work relating to main services and posts. Recruitment to Class III posts of all categories may be taken out of their purview. It is recommended that recruitment rules for Class III posts should be framed by the Provincial Governments in consultation with the Commissions and selection for appointment may be left to the departmental selection committees.

(*ii*) It was observed that certain posts in which it had been the practice to consult the Provincial Public Service Commissions were taken out of their purview without prior consultation with the Commissions. Article 186 Clause (2) of the Constitution has made consultation in such matters mandatory. The attention of the Government may be drawn where this was not followed.

Item No. 13.—To consider that no benefit of seniority, age relaxation and increment should be given to persons appointed on *ad-hoc* basis.

19. Various irregularities regarding benefits of seniority and relaxation of age limits were brought to the notice of the Conference. In order to guard against possibilities of irregular practice, the Conference was of the view that in

cases of *ad-hoc* appointments the date of communication of the Commission's recommendations to Government should be taken as the crucial date for the purpose of seniority only.

Item No. 14.—To consider whether elementary Mathematics should be included in the syllabus of the Central Superior Services Examination.

20. The revision of the syllabus for Central Superior Services Examination was considered by the Central Public Service Commission only recently, when it was decided not to include the subject of Elementary Mathematics in the syllabus. It is not proposed now to make any change in that syllabus.

Item No. 15.—To consider whether Public Service Commission Regulations and their Rules of Procedure need revision and how it should be done.

21. The Conference considered the desirability of bringing uniformity in the Rules of Procedure and Business of the Commissions. It was agreed that the Rules of Procedure etc. should be exchanged between the Commissions and their Secretaries undertake a study of these rules to find out differences and place them before their respective Commissions, for making such modifications as they think fit.

22. Some anomalies in the regulations were brought to the notice of the Conference. The Provincial Commissions may take up the matter with the Provincial Government concerned. It was also pointed out that the title of the various regulations should be changed in consonance with the requirements of the Constitution.

Item No. 16.—To consider whether names of candidates selected otherwise than by competitive examination should be published like the result of competitive examination.

23. It was considered that the present practice of not publishing the Commission's recommendations before the actual appointment is made by Government, should continue in case of selections otherwise than by competitive examination.

Item No. 17.—To consider that the Public Service Commissions should have unrestricted facility of publishing their Advertisements without going through the Information Department.

24. It was observed that the practices were not uniform in this matter in the Centre and Provinces. The Provincial Commission may take up the matter with the Provincial Government if they experience any difficulty in the existing procedure. The important thing is that advertisements of the Commission are published in the newspapers selected by the Commission.

Item No. 18.—To consider that the Public Service Commissions may be consulted in all cases of re-employment of retired persons to Class I and II Services.

25. It was pointed out that the East Pakistan Public Service Commission are already being consulted in cases of re-employment after superannuation. This practice appears to be in consonance with the functions of the Commission. With the raising of the age of superannuation to 60 years, the question of re-employment should not normally arise. Officers may be re-employed only in the cases of technical services where replacements are difficult. Such re-employment in Class I & II and comparable posts should come within the purview of the consultation with the Commissions where it does not exist at present, except in the case of posts which are outside the regular cadre.

Item No. 19.—To consider that all cases of promotion within the same class of service may also be made referable to the Public Service Commissions.

26. It was decided to withdraw the proposal.

Item No. 20.—To consider that cases of selection of persons whether in Government service or not for grant of overseas scholarships may be referred to the Commissions.

27. It was felt that this matter was not within the purview of the Commissions. The proposal was therefore dropped.

Item No. 21.—To consider that the status of the Chariman and Members of the Provincial Commissions may be raised to that of Chief Secretary to Government and Commissioners respectively. The present position in warrant of precedence is not in consonance with the importance and functions of the Commission under the Constitution.

28. The position of the Chairman and Members of the Provincial Commissions and the Members of the Central Commission came up for review in the Conference. It was observed that the Chairman of the Provincial Commission was placed at Article 18 of the Warrant of Precedence along with the Chief Secretary of the Province in pre-independence era. The same position was maintained in the draft Warrant of Precedence issued after independence with Home Division O.M. No. 35/47-Public, dated 16th March 1949, in which the Vice Chancellors of the Universities were placed at Article 23, *i.e.* 5 places below the Chairman of the Provincial Public Service Commission. Subsequently in the Warrant of Precedence issued in 1950 *vide* Notification No. 35/1/50-Public, the Chief Secretaries of the Provincial Governments (within their charge) ranked at Article 24, whereas the Chairman of the Provincial Commission was brought down to Article 35 thus downgrading his position by 11 places. In the same Warrant of Precedence, the Vice Chancellors of the Universities were placed at Article 29 *i.e.*, 6 places above the Chairman of the Provincial Commissions upsetting their relative position as it evolved over a period of twenty-four years since the Commissions were constituted. A further chance was effected in their relative positions in 1955 in which the Vice Chancellors were brought up to Article 28 and the Chairman was placed at 29. In the latest Warrant of Precedence issued under Notification No. 21/2/61-Public, dated March 7, 1963, the Chief Secretaries of the Provincial Governments (within their Charge) were placed at Article 20, the Vice Chancellors of the Universities and the Additional Chief Secretaries (within their charge) at Article 21, whereas the Chairman of the Provincial Commission was placed at Article 24.

29. The Public Service Commission was given the status of a statutory body in the Government of India Act, 1935, a position which has been maintained in the Constitution of Pakistan. It is therefore observed that the position in the Warrant of Precedence should have been maintained as it had been since the pre-independence days.

30. In the Province the task of public service personnel management is shared by the Services and General Administration Department with the Provincial Commissions. In view of the growing importance of this function, the Services and General Administration Department has now been placed under the charge of Additional Chief Secretary. It is therefore felt that the Chairman of the Provincial Commissions should be appropriately equated with the Additional Cheif Secretary and the Members with the Secretaries to the Provincial Government. This would be in keeping with the status of the Chairman, Central Public Service

Commission which has all along been equated with the Secretary to the Central Government. It was also observed that the status of the Members of the Central Public Service Commission should be equated with that of the Acting Secretary to the Central Government and not with the Joint Secretary, as at present.

Item No. 22.—(*i*) To consider that the status of the West Pakistan Public Service Commission should be raised to that of a Class I Office.

31. This item was discussed and it was decided that the matter may be taken up by the individual Commissions with the Provincial Governments concerned.

(*ii*) To consider that training/fellowship facilites should be provided for Members of the Public Service Commissions.

32. It is an accepted practice that no officer above the age of 50 years is sent abroad on training/fellowship. As the age of the Members of the Commission is usually above that limit, they are ineligible. The staff of the Public Service Commissions should however be considered for such awards in the ordinary course.

APPENDIX N

STATISTICAL TABLES

Tables	*Paras.*
1	39 & 42
2	49
3—10	59
11	58 & 59
12—17	60
18 & 19	81
20 & 21	99
22	102
23	159
24	—

TABLE 2

Examination held for recruitment to the Ministerial Services during the year, 1964

Examination held for Recruitment of	*Vacan- cies*	*Exami- nation held*	*Applications*			*Admitted*			*Appeared*			*Successful*	
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1. Assistants	..	..	..	..	..	..	..	..	..	..	..	..	..
2. Upper Division Clerks	..	..	..	..	..	..	..	..	..	..	..	..	..
No Examination was conducted													
3. Lower Division Clerks	..	..	..	..	..	..	..	..	..	..	..	..	..
4. Stenographers	..	..	..	..	..	..	..	..	..	..	..	..	..
5. Stenotypists	373	1	686	..	686	679	..	679	587	..	587	(Result not yet announced)	
TOTAL..	373	1	686	..	686	679	..	679	587	..	587		

Note.—The Examinations at items 1 to 4 could not be held during 1964, as these Examinations were held up by the Government. The Commission had recently received the requisition for the Examinations in question. The examinations are likely to be held early in 1965. The M. S. (Stenographers) Examination has been announced.

TABLE 4

Performance in the C.S.S. Examinations by Faculty, for the years 1961—63*

Faculty	1961					1962					1963				
	Appeared	Finally qualified	Rate of success within faculty	Percentage of candidates appearing in different faculties	Percentage of candidates out of total number finally qualified	Appeared	Finally qualified	Rate of success within faculty	Percentage of candidates appearing in different faculties	Percentage of candidates out of total number finally qualified	Appeared	Finally qualified	Rate of success	Percentage of candidates appearing in different faculty	Percentage of candidates out of total number finally qualified
Total ..	771	118	15·30	100·00	100·00	854	303	35·48	100·00	100·00	1242	266	21·42	100·00	100·00
Arts ..	620	99	15·97	80·42	83·90	680	248	36·47	79·62	81·85	968	219	22·62	77·94	82·33
Science ..	99	13	13·13	12·84	11·01	120	35	29·17	14·06	11·55	193	35	18·13	15·54	13·16
Commerce ..	52	6	11·54	6·74	5·09	54	20	37·04	6·32	6·60	81	12	14·81	6·52	4·51

* Relates to graduation level only

Table 5

C.S.S. Examination, 1963

Performance of the Candidates by Domicile.

Domicile	Appeared	Qualified in Written		Qualified Finally	
		Number	Rate of Success (%)	Nu mber	Rate of Success (%)
East Pakistan	503	141	28·0	127	25·2
Punjab	435	108	24·8	87	20·0
Bahawalpur State ..	21	5	23·8	4	19·0
Karachi	54	11	20·4	8	14·8
Sind	114	19	16·7	16	14·0
N.W.F.P.	87	24	27·6	21	24·1
Baluchistan	15	1	6·7	1	6·7
Azad Kashmir	13	2	15·4	2	15·4
Total ..	1,242	311	25·0	266	21·4

Table 6

C.S.S. Examination, 1963

Performance by Marital Status of the Candidates

Provinces	Appeared		Qualified Finally		Rate of Success (%)	
	Married	Unmarried	Married	Unmarried	Married	Unmarried
East Pakistan ..	150	353	25	102	16·7	28·9
West Pakistan ..	119	620	13	126	10·9	20·3
Total ..	269	973	38	228	14·1	23·4

Table 7

C.S.S. Examination, 1963

Performance by Fresh and Employed Candidates*

Provinces	No. of Candidates Appeared		Qualified Finally		Rate of Success (%)	
	Fresh	Employed	Fresh	Employed	Fresh	Employed
East Pakistan ..	141	355	22	98	15·6	27.6
West Pakistan ...	334	398	46	86	13·8	21.6
Total ..	475	753	68	184	14·3	24.4

*Includes those who are employed at the time of taking the Examination or have previous experience of employment

Note.—Information in respect of 14 Finally Qualified candidates (E.P. 7 ; W. P. 7) not available

Table 8

C.S.S. Examination, 1963

Performance of the Candidates Vis-a-Vis *their Fathers' Educational qualifications*

Fathers' Educational Qualifications	No. of Candidates Appeared	No. of Candidates Qualified Finally	Rate of Success (%)
No Formal Education	117	20	17·1
Below Matriculation	359	46	12·8
Matriculation	404	90	22·2
Bachelor's Degree	263	20	30·4
Higher	76	29	38·2
Education Not Reported	23	1	..
Total ...	1,242	266	21·4

TABLE 9

C.S.S. Examination, 1963

Performance of the Candidates Vis-a-Vis *their Fathers' Income*

Fathers' Annual Income (Rupees)	No. of Candidates Appeared	No. of Candidates Qualified Finally	Rate of Success (%)
1,000 & Below	41	7	17·1
1,001—2,000	123	22	17·9
2,001—4,000	277	57	20·6
4,001—8,000	397	82	20·7
8,001—16,000	148	39	26·4
16,001—32,000	88	26	29·5
32,001—64,000	30	10	33·3
64,001 & Above	4	2	50·0
*Income Not Reported	134	21	..
Total ..	1,242	266	21·4

*Mainly in cases of Retired and Deceased Fathers

TABLE 10

C.S.S. Examination, 1963

Performance of the Candidates Vis-a-Vis *their Fathers' Occupation*

Fathers' Occupation	No. of Candidates Appeared	No. of Candidates Qualified Finally	Rate of Success (%)
*Service	370	95	25·7
Agriculture	326	50	15·3
Business	188	33	17·6
Teaching	94	21	22·3
Legal Profession	67	19	28·4
Medical Profession	23	8	34·8
Engineering	9	1	11·1
Retired	124	31	25·0
Occupation Not Reported	41	8	—
Total ..	1,242	266	21·4

*Both Government and Private

TABLE 11

C.S.S. Examination, 1963

Performance by Universities and by Individual Sujbects

Note.—(Figures in parentheses indicate percentage of total appeared)

*ALL UNIVERSITIES

Subjects	No. of Candidates Appeared	No. of Candidates Securing					
		Below 25% Marks	25—49% Marks	50—60% Marks	61—70% Marks	71—84% Marks	85% and above Marks
1	2	3	4	5	6	7	8
COMPULSORY SUBJECTS							
English Paper I	1240 (100.0)	285 (23.0)	893 (72.0)	62 (5.0)	—	—	—
English Paper II	1237 (100.0)	409 (33.1)	706 (57.0)	106 (8.6)	14 (1.1.)	2 (0.2)	...
English Paper I & II	1240 (100.0)	359 (28.9)	839 (67.7)	40 (3.2)	2 (0.2)	—	..
Essay	1224 (100.0)	70 (5.7)	647 (52.9)	369 (30.2)	118 (9.6)	20 (1.6)	..
General Knowledge	1229 (100.0)	62 (5.0)	690 (56.1)	292 (23.8)	157 (12.8)	28 (2.3)	—
General Knowledge II	1228 (100.0)	37 (3.0)	386 (31.4)	525 (42.8)	209 (17.0)	70 (5.7)	1 (0.1)
General Knowledge I & II	1229 (100.0)	39 (3.2)	606 (49.3)	395 (32·1)	159 (12.9)	30 (2.5)	—
OPTIONAL SUBJECTS							
General Sciences							
Accountancy and Auditing	59 (100.0)	3 (5.1)	41 (69.5)	11 (18.6)	4 (6.8)	..	..
Agriculture	17 (100.0)	..	9 (52.9)	6 (35.3)	2 (11.8)	..	..
Geography	56 (100.0)	1 (1.8)	22 (39.3)	27 (48.2)	6 (10.7)	...	...
Statistics	48 100.0()	16 (33.3)	26 (54.2)	3 (6.2)	2 (4.2)	1 (2.1)	...
Languages							
Arabic	23 (100.0)	...	13 (56.5)	6 (26.1)	4 (17.4)	—	—
Baluchi	2 (100.0)	...	...	—	2 (100.0)	—	—
Bengali	257 (100.0)	4 (1.6)	92 (35.8)	79 (30.7)	54 (21.0)	27 (10.5)	1 (0.4)
English Literature	77 (100.0)	4 (5.2)	58 (75.3)	10 (13.0)	5 (6.5)	—	...
French	1 (100.0)	..	...	...	—	1 (100.0)	—
Persian	82 (100.0)	1 (1.2)	34 (41.5)	28 (34.1)	16 (19.5)	3 (3.7)	—
Punjabi	19 (100.0)	..	1 (5.3)	4 (21.0)	10 (52.6)	4 (21.1)	—
Pushto	8 (100.0)	..	..	..	..	6 (75.0)	2 (25.0)

*Including East Pakistan University of Engineering and Technology and Foreign Universities

*ALL UNIVERSITIES—*contd.*

1	2	3	4	5	6	7	8
Sindhi	24 (100.0)	—	—	1 (4.2)	10 (41.7)	13 (54.1)	..
Spanish	1 (100.0)	—	—	..	1 (100.0)	...	..
Urdu	73 (100.0)	14 (19.2)	28 (38.4)	19 (26.0)	12 (16.4)	...	..
Pure Sciences							
Applied Mathematics	17 (100.0)	10 (58.8)	4 (23.5)	1 (5.9)	1 (5.9)	1 (5.9)	..
Botany	30 (100.0)	2 (6.7)	16 (53.3)	7 (23.3)	3 (10.0)	2 (6.7)	..
Chemistry	32 (100.0)	4 (12.5)	13 (40.6)	7 21.9)	7 (21.9)	1 (3.1)	..
Geology	15 (100.0)	2 (13.3)	9 (60.0)	3 (20.0)	1 (6.7)	..	..
Physics	47 (100.0)	15 (31.9)	21 (44.7)	7 (14.9)	4 (8.5)	..	..
Pure Mathematics	31 (100.0)	14 (45.2)	9 (29.0)	5 (16.1)	3 (9.7)	..	...
Zoology	16 (100.0)	2 (12.5)	9 (56.2)	4 (25.0)	1 (6.3)	..	..
Social Sciences							
British History	191 (100.0)	9 (4.7)	87 (45.5)	62 (32.5)	26 (13.6)	7 (3.7)	..
Constitutional Law	444 (100.0)	1 (0.2)	72 (16.2)	146 (32.9)	140 (31.6)	84 (18.9)	1 (0.2)
Economics	*226 (100.0)*	*5 (2.2)*	*77 (34.1)*	*83 (36.7)*	*54 (23.9)*	*7 (3.1)*	...
European History	*182 (100.0)*	*22 (12.1)*	*98 (53.8)*	*43 (23.6)*	*14 (7.7)*	*5 (2.8)*	...
History of Pakistan and India	*660 (100.0)*	*51 (7.7)*	*344 (52.1)*	*181 (27.4)*	*71 10.8)*	*13 (2.0)*	...
History of U.S.A.	257 (100.0)	40 (15.6)	106 (41.2)	53 (20.6)	28 (10.9)	23 (9.0)	7 (2.7)
International Law	130 (100.0)	8 (6.2)	105 (80.8)	16 (12.3.)	1 (0.7)	...	..
International Relations	193 (100.0)	6 (3.1)	126 (65.3)	51 (26.4)	9 (4.7)	1 (0.5)	..
Islamic History and Culture	183 (100.0)	24 (13.1)	101 (55.2)	43 (23.5)	14 (7.7)	1 (0.5)	...
Law	229 (100.0)	13 (5.7)	161 (70.4)	48 (20.9)	6 (2.6)	1 (0.4)	..
Mercantile Law	341 (100.0)	39 (11.4)	154 (45.2)	88 (25.8)	51 (15.0)	9 (2.6)	..
Philosophy	21 (100.0)	..	...	9 (42.9)	8 (38.1)	4 (19.0)	..
Political Science	305 (100.0)	6 (2.0)	210 (68.8)	82 (26.9)	7 (2.3)	..	..
Psychology	33 (100.0)	9 (27.3)	16 (48.5)	3 (9.1)	4 (12.1)	1 (3.0)	..
Public Administration	45 (100.0)	1 (2.2)	24 (53.4)	10 (22.2)	7 (15.6)	2 (4.4)	1 (2.2)
Sociology	116 (100.0)	2 (1.7)	47 (40.5)	37 (31.9)	24 (20.7)	5 (4.3)	1 (0.9)

*Including East Pakistan University of Engineering and Technology and Foreign Universities

Subjects	No. of Candidates Appeared	No. of Candidates Securing					
		Below 25% Marks	25—49% Marks	50—60% Marks	61—70% Marks	71—84% Marks	85% and above Marks
1	2	3	4	5	6	7	8
COMPULSORY SUBJECTS							
English Paper I	394 (100.0)	38 (9.6)	344 (87.3)	12 (3.1)	..	...	...
English Paper II	393 (100.0)	107 (27.2)	252 (64.1)	34 (8.7)	..	...	...
English Paper I & II	394 (100.0)	66 (16.8)	321 (81.4)	7 (1.8)	..	...	..
Essay	388 (100.0)	3 (0.8)	175 (45.1)	173 (44.6)	31 (8.0)	6 (1.5)	...
General Knowlegde I	389 (100.0)	8 (2.1)	169 (43.4)	118 (30.3)	80 (20.6)	14 (3.6)	..
General Knowlegde II	389 (100.0)	1 (0.3)	83 (21.8)	184 (47.3)	83 (21.3)	36 (9.3)	...
General Knowledge I & II	389 (100.0)	3 (0.8)	139 (35.7)	160 (41.1)	72 (18.5)	15 (3.9)	...
OPTIONAL SUBJECTS.							
General Sciences							
Accountancy and Auditing	27 (100.0)	1 (3.7)	16 (59.3)	7 (25.9)	3 (11.1)	...	...
Agriculture	2 (100.0)	...	1 (50.0)	1 (50.0)	...	...	...
Geography	20 (100.0)	1 (5.0)	7 (35.0)	9 (45.0)	3 (15.0)	...	...
Statistics	3 (100.0)	..	3 (100.0)	..	...	...	...
Languages							
Arabic	6 (100.0)	..	5 (83.3)	..	1 (16.7)	...	..
Baluchi	...	..	..	...	...	...	..
Bengali	208 (100.0)	1 (0.5)	74 (35.6)	66 (31.7)	46 (22.1)	20 (9.6)	1 (0.5)
English Literature	13 (100.0)	2 (15.4)	10 (76.9)	1 (7.7)	...	...	...
French	...	...	..	...	...	...	...
Persian	...	...	...	...	...	...	...
Punjabi	...	...	...	...	...	...	...
Pushto	...	...	...	...	...	...	...
Sindhi	...	...	...	...	...	...	...
Spanish	..	...	...	...	...	...	...
Urdu	8 (100.0)	..	4 (50.0)	4 (50.0)	..	..	...
Pure Sciences.							
Applied Mathematics	1 (100.0)	1 (100.0)	..	...	...	...	...
Botany	3 (100.0)	1 (33.3)	1 (33.4)	1 (33.3)	...	...	...

1	2	3	4	5	6	7	8
Chemistry	5 (100.0)	...	2 (40.0)	2 (40.0)	1 (20.0)	...	...
Geology	3 (100·0)	...	3 (100.0)	...	...	...	...
Physics	2 (100.0)	2 (100.0)	...	...	...	...	...
Pure Mathematics	2 (100.0)	1 (50.0)	1 (50.0)	...	...	...	...
Zoology	1 (100.0)	...	1 (100.0)	...	...	...	...
Social Sciences							
British History	48 (100.0)	1 (2.1)	26 (54.2)	15 (31.2)	5 (10.4)	1 (2.1)	...
Constitutional Law	175 (100.0)	...	29 (16.6)	74 (42.3)	52 (29.7)	19 (10.8)	1 (0.6)
Economics	53 (100.0)	...	18 (34.0)	22 (41.5)	13 (24.5)	...	...
European History	60 (100.0)	8 (13.3)	33 (55.0)	19 (31.7)	...	...	...
History of Pakistan and India	315 (100.0)	9 (2.9)	147 (46.6)	109 (34.6)	44 (14.0)	6 (1.9)	...
History of U.S.A.	78 (100.0)	13 (16.7)	34 (43.6)	16 (20.5)	11 (14.1)	3 (3.8)	1 (1.3)
International Law	39 (100.0)	4 (10.2)	34 (87.2)	1 (2.6)	...	...	...
International Relations	*42 (100.0)*	*1 (2.4)*	*28 (66.6)*	*12 (28.6)*	*1 (2.4)*	...	...
Islamic History and Culture	74 (100.0)	3 (4.1)	40 (54.0)	23 (31.1)	7 (9.5)	1 (1.3)	...
Law	21 (100.0)	1 (4.8)	18 (85.7)	2 (9.5)	...	...	...
Mercantile Law	120 (100.0)	19 (15.8)	59 (49.2)	22 (18.3)	16 (13.4)	4 (3.3)	...
Philosophy	8 (100.0)	...	...	4 (50.0)	2 (25.0)	2 (25.0)	...
Political Science	66 (100.0)	1 (1.5)	51 (77.3)	14 (21.2)	...	...	...
Psychology	6 (100.0)	1 (16.7)	4 (66.6)	...	...	1 (16.7)	...
Public Administration	10 (100.0)	1 (10.0)	4 (40.0)	2 (20.0)	3 (30.0)	...	...
Sociology	69 (100.0)	2 (2.9)	29 (42.0)	21 (30.4)	14 (20.3)	2 (2.9)	1 (1.5)

Subjects	No. of Candidates Appeared	No. of Candidates Securing: Below 25% marks	25—49% marks	50—60% marks	61—70% Marks	71—84% marks	85% and Above
1	2	3	4	5	6	7	8
COMPULSORY SUBJECTS							
English Paper I	70 (100·0)	6 (8·6)	63 (90·0)	1 (1·4)	..	..	..
English Paper II	70 (100·0)	24 (34·3)	42 (60·0)	4 (5·7)	..	..	..
English Paper I & II	70 (100·0)	15 (21·4)	55 (78·6)	..	..	..	..
Essay	69 (100·0)	3 (4·4)	33 (47·8)	27 (39·1)	5 (7·2)	1 (1·5)	..
General Knowledge I	70 (100·0)	1 (1·4)	43 (61·4)	16 (22·9)	7 (10·0)	3 (4·3)	..
General Knowledge II ..	69 (100·0)	1 (1·4)	23 (33·3)	32 (46·4)	8 (11·6)	4 (5·8)	1 (1·5)
General Knowledge I & II	70 (100·0)	1 (1·4)	38 (54·3)	22 (31·4)	7 (10·0)	2 (2·9)	..
OPTIONAL SUBJECTS							
General Sciences							
Accountancy and Auditing	2 (100·0)	..	1 (50·0)	1 (50·0)	..	..	..
Agriculture	*1* *(100·0)*	..	*1* *(100·0)*	..	..	..	..
Geography	*3* *(100·0)*	..	*2* *(66·7)*	*1* *(33·3)*	..	..	..
Statistics	*1* *(100·0)*	..	*1* *(100·0)*	..	..	..	..
Languages							
Arabic	..	..	..	..	..	..	..
Baluchi	..	..	..	..	..	..	..
Bengali	..	..	..	..	..	..	..
English Literature	35 (100·0)	..	14 (40·0)	11 (31·4)	6 (17·2)	4 (11·4)	..
French	2 (100·0)	..	2 (100·0)	..	..	..	..
Persian	..	..	..	..	..	..	..
Punjabi	..	..	..	..	..	..	..
Pushto	..	..	..	..	..	..	..
Sindhi	..	..	..	..	..	..	..
Spanish	..	..	..	..	..	..	..
Urdu	2 (100·0)	..	1 (50·0)	1 (50·0)	..	..	..
Pure Sciences							
Applied Mathematics	..	..	..	..	..	..	..
Botany	2 (100·0)	..	2 (100·0)	..	..	..	..

1	2	3	4	5	6	7	8
Chemistry	2 (100·0)	..	1 (50·0)	..	1 (50·0)	..	..
Geology	..	..	..	..	..	..	..
Physics	2 (100·0)	1 (50·0)	1 (50·0)	..	..	..	..
Pure Mathematics	1 (100·0)	1 (100·0)	..	..	..	..	..
Zoology	..	..	..	..	..	..	..
Social Sciences							
British History	9 (100·0)	..	6 (66·7)	3 (33·3)	..	..	..
Constitutional Law	31 (100·0)	..	7 (22·6)	11 (35.5)	12 (38·7)	1 (3.2)	..
Economics	12 (100·0)	..	5 (41·6)	5 (41·7)	2 (16·7)	..	..
European History	5 (100·0)	..	4 (80·0)	..	1 (20·0)	..	..
History of Pakistan and India	55 (100·0)	5 (9·1)	23 (41·8)	20 (36·4)	7 (12·7)		
History of U.S.A.	9 (100·0)	4 (44·5)	2 (22·2)	2 (22·2)	1 (11·1)	..	..
International Law	4 (100·0)	..	4 (100·0)	..	..	..	..
International Relations	4 (100·0)	..	3 (75·0)	1 (25·0)	..	..	..
IslamicHistory and Culture	13 (100·0)	..	7 (53·8)	5 (38·5)	1 (7·7)	..	..
Law	4 (100·0)	1 (25·0)	2 (50·0)	1 (25·0)	..	..	..
Mercantile Law	22 (100·0)	..	13 (59·1)	6 (27·3)	3 (13·6)	..	..
Philosophy	2 (100·0)	..	–	..	2 (100·0)	..	..
Political Science	12 (100·0)	1 (8·3)	10 (83·4)	1 (8·3)	..	..	..
Psychology	1 (100·0)	1 (100·0)	..	..	..	..	..
Public Administration	1 (100·0)	..	1 (100·0)	..	..	..	..
Sociology	6 (100·0)	..	4 (66·6)	1 (16·7)	1 (16·7)	..	..

Subjects	No. of Candidates Appeared	No. of Candidates Securing: Below 25% marks	25—49% marks	50—60% marks	61—70% marks	71—84% marks	85% and above marks
1	2	3	4	5	6	7	8
COMPULSORY SUBJECTS							
English Paper I	452 (100.0)	132 (29.2)	285 (63.1)	35 (7.7)	..	..	..
English Paper II	451 (100.0)	136 (30.2)	252 (55.9)	55 (12.2)	7 (1.5)	1 (0.2)	..
English Paper I & II	452 (100.0)	137 (30.3)	292 (64.6)	22 (4.9)	1 (0.2)	..	..
Essay	444 (100.0)	33 (7.4)	265 (59.7)	97 (21.8)	42 (9.5)	7 (1.6)	..
General Knowledge I	447 (100.0)	23 (5.1)	295 (66.0)	93 (20.8)	32 (7.2)	4 (0.9)	..
General Knowledge II	447 (100.0)	28 (6.3)	162 (36.2)	193 (43.2)	54 (12.1)	10 (2.2)	..
General Knowledge I & II	447 (100.0)	24 (5.4)	255 (57.1)	124 (27.7)	40 (8.9)	4 (0·9)	..
OPTIONAL SUBJECTS							
General Sciences							
Accountancy and Auditing	7 (100.0)	..	6 (85.7)	1 (14.3)	..	..	..
Agriculture	*8 (100.0)*	..	*3 (37.5)*	*4 (50.0)*	*1 (12.5)*	..	..
Geography	21 (100.0)	..	9 (42.9)	10 (47.6)	2 (9.5)	..	..
Statistics	20 (100.0)	4 (20.0)	10 (50.0)	3 (15.0)	2 (10.0)	1 (5.0)	..
Languages							
Arabic	13 (100.0)	..	5 (38.4)	5 (38.5)	3 (23.1)	..	..
Baluchi	1 (100.0)	..	..	..	1 (100.0)	..	..
Bengali	..	..	..	..	..	..	..
English Literature	39 (100.0)	..	28 (71.8)	8 (20.5)	3 (7.7)	..	..
French	..	..	..	..	..	..	..
Persian	69 (100.0)	1 (1.5)	31 (44.9)	23 (33.3)	12 (17.4)	2 (2.9)	..
Punjabi	18 (100.0)	..	1 (5.6)	4 (22.2)	9 (50.0)	4 (22.2)	..
Pushto	1 (100.0)	..	..	..	..	1 (100.0)	..
Sindhi	..	..	..	..	..	..	..
Spanish	1 (100.0)	..	..	..	1 (100.0)	..	..
Urdu	28 (100.0)	5 (17.9)	10 (35.7)	5 17.8)	8 (28.6)	..	..

1	2	3	4	5	6	6	8
Pure Sciences							
Applied Mathematics	7 (100.0)	2 (28.6)	3 (42.8)	1 (14.3)	..	1 (14.3)	..
Botany	12 (100.0)	..	6 (50.0)	2 (16.6)	2 (16.7)	2 (16.7)	..
Chemistry	14 (100.0)	2 (14.3)	5 (35.7)	3 (21.4)	3 (21.4)	1 (7.2)	..
Geology	9 (100.0)	1 (11.1)	5 (55.6)	3 (33.3)	..	..	..
Physics	29 (100.0)	7 (24.1)	12 (41.4)	6 (20.7)	4 (13.8)	..	..
Pure Mathematics	13 (100.0)	6 (46.1)	2 (15.4)	3 (23.1)	2 (15.4)	..	..
Zoology	9 (100.0)	..	4 (44.5)	4 (44.4)	1 (11.1)	..	..
Social Sciences							
British History	94 (100.0)	5 (5.3)	40 (42.6)	33 (35.1)	11 (11.7)	5 (5.3)	..
Constitutional Law	154 (100.0)	..	24 (15.5)	34 (22.1)	48 (31.2)	48 (31.2)	..
Economics	65 (100.0)	1 (1.5)	11 (16.9)	25 (38.5)	23 (35.4)	6 (7.7)	..
European History	85 (100.0)	10 (11.8)	43 (50.5)	18 (21.2)	10 (11.8)	4 (4.7)	..
History of Pakistan and India	*160 (100.0)*	*5 (3.1)*	*103 (64.4)*	*35 (21.9)*	*11 (6.9)*	*6 (3.7)*	..
History of U.S.A.	*98 (100.0)*	*11 (11.2)*	*41 (41.8)*	*18 (18.4)*	*12 (12.3)*	*12 (12.2)*	*4 (4.1)*
International Law	40 (100.0)	1 (2.5)	32 (20.0)	7 (17.5)	..	..	..
International Relations	88 (100.0)	3 (3.4)	58 (65.9)	22 (25.0)	4 (4.6)	1 (1.1)	..
Islamic History and Culture	36 (100.0)	8 (22.2)	18 (50.0)	7 (19.5)	3 (8.3)	..	..
Law	132 (100.0)	3 (2.3)	85 (64.4)	39 (29.5)	5 (3.8)	..	..
Mercantile Law	115 (100.0)	2 (1.7)	47 (40.9)	41 (35.6)	21 (18.3)	4 (3.5)	..
Philosophy	6 (100.0)	..	..	3 (50.0)	2 (33.3)	1 (16.7)	..
Political Science	140 (100.0)	1 (0.7)	91 (65.0)	43 (30.7)	5 (3.6)	..	..
Psychology	16 (100.0)	4 (25.0)	9 (56.2)	1 (6.3)	2 (12.5)	..	..
Public Administration	19 (100.0)	..	10 (52.6)	3 (15.8)	3 (15.8)	2 (10.5)	1 (5.3)
Sociology	22 (100.0)	..	4 (18.2)	8 (36.4)	7 (31.8)	3 (13.6)	..

Subjects	No. of Candidates Appeared	No. of Candidates Securing					
		Below 25% Marks	25—49% Marks	50—60% Marks	61—70% Marks	71—84% Marks	85% and above Marks
1	2	3	4	5	6	7	8
COMPULSORY SUBJECTS							
English Paper I	141 (100.0)	54 (38.3)	84 (59.6)	3 (2.1)	..	..	..
English Paper II	140 (100.0)	61 (43.6)	72 (51.4)	2 (1.4)	4 (2.9)	1 (0.7)	..
English Paper I & II	141 (100.0)	61 (43.3)	76 (53.9)	3 (2.1)	1 (0.7)	..	..
Essay	140 (100.0)	13 (9.3)	76 (54.3)	30 (21.4)	18 (12.9)	3 (2.1)	..
General Knowledge I	140 (100.0)	12 (8.6)	70 (50.0)	32 (22.8)	22 (15.7)	4 (2.9)	..
General Knowledge II	140 (100.0)	5 (3.6)	38 (27.1)	48 (34.3)	40 (28.6)	9 (6.4)	..
General Knowledge I & II	140 (100.0)	6 (4.3)	62 (44.3)	41 (29.3)	27 (19.3)	4 (2.8)	..
OPTIONAL SUBJECTS							
General Sciences							
Accountancy and Auditing	13 (100.0)	2 (15.4)	9 (69.2)	1 (7.7)	1 (7.7)	..	..
Agriculture	5 (100.0)	..	3 (60.0)	1 (20.0)	1 (20.0)	..	..
Geography	4 (100.0)	..	2 (50.0)	2 (50.0)	..	..	..
Statistics	11 (100.0)	5 (45.5)	6 (54.5)	..	..	..	..
Languages							
Arabic	2 (100.0)	..	1 (50.0)	1 (50.0)	..	..	..
Baluchi	1 (100.0)	..	..	..	1 (100.0)	..	..
Bengali	11 (100.0)	3 (27.3)	3 (27.2)	1 (9.1)	1 (9.1)	3 (27.3)	..
English Literature	7 (100.0)	1 (14.3)	5 (71.4)	..	1 (14.3)	..	..
French	..	..	..	..	..	..	..
Persian	8 (100.0)	..	1 (12.5)	4 (50.0)	2 (25.0)	1 (12.5)	..
Punjabi	..	..	..	..	..	..	..
Pushto	..	..	..	..	..	..	..
Sindhi	7 (100.0)	..	..	..	3 (42.9)	4 (57.1)	..
Spanish	..	..	..	..	..	..	..
Urdu	16 (100.0)	6 (37.5)	6 (37.5)	3 (18.8)	1 (6.2)	..	..
Pure Sciences							
Applied Mathematics	6 (100.0)	5 (83.3)	1 (16.7)	..	..	..	..

1	2	3	4	5	6	7	8
Botany	5 (100.0)	..	3 (60.0)	2 (40.0)	—	—	—
Chemistry	5 (100.0)	1 (20.0)	2 (40.0)	1 (20.0)	1 (20.0)	—	—
Geology	1 (100.0)	—	1 (100.0)	—	—	—	—
Physics	9 (100.0)	3 (33.3)	6 (66.7)	..	—	—	..
Pure Mathematics	8 (100.0)	3 (37.5)	5 (62.5)	..	—	—	..
Zoology	3 (100.0)	1 (33.3)	2 (66.7)	..	—	—	..
Social Sciences							
British History	15 (100.0)	..	7 (46.6)	7 (46.7)	—	1 (6.7)	..
Constitutional Law	37 (100.0)	..	5 (13.5)	11 (29.8)	11 (29.7)	10 (27.0)	—
Economics	38 (100.0)	1 (2.6)	16 (42.1)	11 (29.0)	9 (23.7)	1 (2.6)	..
European History	14 (100.0)	..	11 (78.6)	2 (14.3)	1 (7.1)	—	—
History of Pakistan and India	45 (100.0)	10 (22.2)	24 (53.3)	7 (15.6)	3 (6.7)	1 (2.2)	..
History of U.S.A.	32 (100.0)	5 (15.6)	15 (46.9)	5 (15.6)	2 (6.3)	4 (12.5)	1 (3.1)
International Law	20 (100.0)	1 (5.0)	15 (75.0)	4 (20.0)	—	—	—
International Relations	31 (100.0)	2 (6.5)	22 (70.9)	6 (19.4)	1 (3.2)	—	—
Islamic History and Culture	27 (100.0)	6 (22.2)	16 (59.3)	4 (14.8)	1 (3.7)	—	—
Law	27 (100.0)	3 (11.1)	19 (70.4)	4 (14.8)	—	1 (3.7)	—
Mercantile Law	45 (100.0)	8 (17.8)	20 (44.5)	10 (22.2)	6 (13.3)	1 (2.2)	—
Philosophy	2 (100.0)	..	..	..	1 (50.0)	1 (50.0)	—
Political Science	33 (100.0)	3 (9.1)	17 (51.5)	12 (36.4)	1 (3.0)	—	—
Psychology	7 (100.0)	2 (28.6)	3 (42.8)	1 (14.3)	1 (14.3)	—	—
Public Administration	9 (100—0)	..	6 (66.7)	3 (33.3)	—	—	—
Sociology	13 (100.0)	..	7 (53.8)	4 (30.8)	2 (15.4)	—	—

Subjects	No of Candidates Appeared	No of Candidates Securing					
		Below 25% Marks	25—49% Marks	50—60% Marks	61—70% Marks	71—84% Marks	85% and Above Marks
1	2	3	4	5	6	7	8
COMPULSORY SUBJECTS							
English Paper I	86 (100.0)	37 (43.0)	47 (54.7)	2 (2.3)	..	..	..
English Paper II	86 (100.0)	49 (57.0)	34 (39.5)	3 (3.5)	..	..	..
English Paper I & II	86 (100.0)	49 (57.0)	36 (41.9)	1 (1.1)	..	..	..
Essay	85 (100.0)	12 (14.1)	48 (56.5)	20 (23.5)	5 (5.9)	..	..
General Knowledge I	85 (100.0)	14 (16.5)	51 (60.0)	9 (10.6)	9 (10.6)	2 (2.3)	..
General Knowledge II	85 (100.0)	2 (2.4)	38 (44.7)	30 (35.3)	11 (12.9)	4 (4.7)	..
General Knowledge I & II	85 (100.0)	5 (5.9)	52 (61.2)	17 (20.0)	10 (11.7)	1 (1.2)	..
OPTIONAL SUBJECTS							
General Sciences							
Accountancy and Auditing	8 (100.0)	..	8 (100.0)	..	..	..	..
Agriculture	1 (100.0)	..	1 (100.0)	..	..	..	..
Geography	3 (100.0)	..	..	3 (100.0)	..	..	..
Statistics	7 (100.0)	6 (85.7)	1 (14.3)	..	..	..	..
Languages							
Arabic	2 (100.0)	..	2 (100.0)	..	..	..	..
Baluchi	..	..	..	..	..	..	..
Bengali	..	..	..	..	..	..	..
English Literature	5 (100.0)	..	5 (100.0)	..	..	..	..
French	..	..	..	..	..	..	..
Persian	..	..	..	..	..	..	..
Punjabi	..	..	..	..	..	..	..
Pushto	..	..	..	..	..	..	..
Sindhi	17 (100.0)	..	..	1 (5.9)	7 (41.2)	9 (52.9)	..
Spanish	..	..	..	..	..	..	..
Urdu	6 (100.0)	2 (33.3)	2 (33.3)	1 (16.7)	1 (16.7)	..	..
Pure Sciences							
Applied Mathematics	..	..	..	..	..	..	..
Botany	3 (100.0)	..	2 (66.7)	1 (33.3)	..	..	..

SIND UNIVERSITY—*contd.*

1	2	3	4	5	6	7	8
Chemistry	4 (100.0)	..	2 (50.0)	1 (25.0)	1 (25.0)	..	..
Geology	1 (100.0)	..	..	..	1 (100.0)	..	..
Physics	4 (100.0)	1 (25.0)	2 (50.0)	1 (25.0)	..	..	..
Pure Mathematics	3 (100.0)	1 (33.3)	1 (33.4)	1 (33.3)	..	..	..
Zoology	1 (100.0)	1 (100.0)	..	..	..	..	..
Social Sciences							
British History	13 (100.0)	2 (15.4)	5 (38.4)	2 (15.4)	4 (30.8)	..	..
Constitutional Law	21 (100.0)	1 (4.8)	4 (19.0)	8 (38.1)	7 (33.3)	1 (4.8)	..
Economics	34 (100.0)	3 (8.8)	18 (53.0)	7 (20.6)	5 (14.7)	1 (2.9)	..
European History	9 (100.0)	2 (22.2)	3 (33.4)	2 (22.2)	2 (22.2)	..	..
History of Pakistan and India	38 (100.0)	16 (42.1)	20 (52.7)	1 (2.6)	1 (2.6)	..	..
History of U.S.A.	20 (100.0)	5 (25.0)	5 (25.0)	6 (30.0)	1 (5.0)	2 (10.0)	1 (5.0)
International Law	7 (100.0)	..	6 (85.7)	1 (14.3)	..	..	..
International Relations	12 (100.0)	..	6 (50.0)	5 (41.7)	1 (8.3)	..	..
Islamic History and Culture	20 (100.0)	7 (35.0)	11 (55.0)	2 (10.0)	..	..	..
Law	14 (100.0)	3 (21.4)	11 (78.6)	..	..	..	..
Mercantile Law	14 (100.0)	6 (42.9)	7 (50.0)	..	1 (7.1)	..	..
Philosophy	1 (100.0)	..	..	1 (100.0)	..	..	..
Political Science	23 (100.0)	..	18 (78.3)	4 (17.4)	1 (4.3)	..	..
Psychology	1 (100.0)	..	..	1 (100.0)	..	..	..
Public Administration	3 (100.0)	..	3 (100.0)	..	..	..	..
Sociology	2 (100.0)	..	1 (50.0)	1 (50.0)	..	..	..

PESHAWAR UNIVERSITY

Subjects	No. of Candidates Appeared	No. of Candidates Securing					
		Below 25% marks	25—49% marks	50—60% marks	61—70% marks	71—84% marks	85% and above marks
1	2	3	4	5	6	7	8
COMPULSORY SUBJECTS							
English Paper I	75 (100.0)	17 (22.7)	53 (70.6)	5 (6.7)	...	...	...
English Paper II	75 (100.0)	24 (32.0)	43 (57.3)	6 (8.0)	2 (2.7)	...	...
English Paper I & II	75 (100.0)	24 (32.0)	48 (64.0)	3 (4.0)	...	...	...
Essay	76 (100.0)	6 (7.9)	41 (54.0)	15 (19.7)	12 (15.8)	2 (2.6)	...
General Knowledge I	76 (100.0)	4 (5.3)	51 (67.1)	18 (23.7)	3 (3.9)	...	...
General Knowledge II	76 (100.0)	...	36 (47.4)	31 (40.8)	8 (10.5)	1 (1.3)	...
General Knowledge I & II	76 (100.0)	...	51 (67.1)	24 (31.6)	1 (1.3)	...	...
OPTIONAL SUBJECTS							
General Sciences							
Accountancy and Auditing	—	—	—	—	—	—	—
Agriculture	—	—	—	—	—	—	—
Geography	*4 (100.0)*	...	*2 (50.0)*	*1 (25.0)*	*1 (25.0)*	—	—
Statistics	*6 (100.0)*	*1 (16.7)*	*5 (83.3)*	...	...	...	...
Languages							
Arabic	...	...	...	...	...	...	...
Baluchi	...	...	...	...	...	...	...
Bengali	...	...	...	...	...	...	...
English Literature	7 (100.0)	1 (14.3)	5 (71.4)	1 (14.3)	...	...	...
French	...	...	...	...	...	...	...
Persian	5 (100.0)	...	2 (40.0)	1 (20.0)	2 (40.0)	...	...
Punjabi	1 (100.0)	...	...	...	1 (100.0)	...	...
Pushto	7 (100.0)	...	...	...	...	5 (71.4)	2 (28.6)
Sindhi	...	...	...	...	...	...	...
Spanish	...	...	...	...	...	...	...
Urdu	9 (100.0)	1 (11.1)	2 (22.2)	4 (44.5)	2 (22.2)	...	...
Pure Sciences							
Applied Mathematics	2 (100.0)	2 (100.0)	...	...	...	...	...

1	2	3	4	5	6	7	8
Botany	5 (100.0)	1 (20.0)	2 (40.0)	1 (20.0)	1 (20.0)	...	...
Chemistry	2 (100.0)	1 (50.0)	1 (50.0)	...	...	...	...
Geology	...	...	...	...	...	...	...
Physics	1 (100.0)	1 (100.0)	...	...	...	...	...
Pure Mathematics	3 (100.0)	2 (66.7)	...	1 (33.3)	...	...	...
Zoology	2 (100.0)	...	2 (100.0)	...	...	...	...
Social Sciences							
British History	8 (100.0)	1 (12.5)	3 (37.5)	2 (25.0)	2 (25.0)	...	...
Constitutional Law	19 (100.0)	...	3 (15.8)	5 (26.3)	7 (36.8)	4 (21.1)	...
Economics	19 (100.0)	...	6 (31.6)	11 (57.9)	2 (10.5)	...	...
European History	6 (100.0)	2 (33.3)	2 (33.4)	2 (33.3)	...	...	...
History of Pakistan and India	39 (100.0)	6 (15.4)	21 (53.8)	9 (23.1)	3 (7.7)	...	...
History of U.S.A.	15 (100.0)	2 (13.3)	6 (40.0)	4 (26.7)	1 (6.7)	2 (13.3)	...

International Law	*15 (100.0)*	*2 (13.3)*	*9 (60.0)*	*3 (20.0)*	*1 (6.7)*	...	..
International Relations	*11 (100.0)*	..	8 (72.7)	3 (27.3)	..	..	..
Islamic History and Culture	12 (100.0)	..	8 (66.7)	2 (16.7)	2 (16.6)	..	..
Law	25 (100.0)	1 (4.0)	22 (88.0)	1 (4.0)	1 (4.0)	..	..
Mercantile Law	18 (100.0)	3 (16.7)	6 (33.3)	6 (33.3)	3 (16.7)	...	..
Philosophy	2 (100.0)	..	..	1 (50.0)	1 (50.0)	..	..
Political Science	26 (100.0)	..	19 (73.1)	7 (26.9)	..	..	..
Psychology	1 (100.0)	1 (100.0)	..	..	..	..	..
Public Administration	1 (100.0)	..	..	1 (100.0)	..	..	..
Sociology	3 (100.0)	..	2 (66.7)	1 (33.3)	..	..	...

ANNEXURE TO TABLE 11

PERFORMANCE OF THE CANDIDATES BY UNIVERSITIES & BY INDIVIDUAL SUBJECTS

COMPULSORY SUBJECTS

English

A good number of candidates secured 25% or more marks but the number of candidates who secured 50% or above is extremely small. In both the papers combined only 5·1% of the candidates belonging to the Punjab University followed by 4·0%, 2·8%, 1·8%, and 1·1% of the candidates belonging to Peshawar, Karachi, Dacca, and Sind Universities respectively who appeared in English secured 50% or above marks. The performance of the candidates in English is thus utterly disappointing.

Essay

94·3% of the total number of candidates secured 25% or more marks in Essay. However, 54·1% of the candidates belonging to Dacca University followed by 47·9%, 38·1%, 36·4%, 32·9% and 29·4% of the candidates belonging to Rajshahi, Peshawar, Karachi, Punjab and Sind Universities respectively who appeared in Essay secured 50% or above marks.

General Knowledge

96·8% of the total number of candidates secured 25% or above marks in General Knowledge. However, 63·5% of the candidates belonging to Dacca University followed by 51·4%, 44·3%, 37·5% 32·9% and 32·9% of the candidates belonging to Karachi, Rajshahi, Punjab, Peshawar and Sind Universities respectively who appeared in General Knowledge, secured 50% or more marks.

OPTIONAL SUBJBCTS

General Sciences

Accountancy and Auditing

No candidate belonging to Peshawar University appeared in the subject and only two candidates belonging to Rajshahi University appeared, out of whom one secured 50% marks or above. Among the other Universities, 37·0% of the candidates belonging to Dacca University, who appeared in the subject, secured 50% or above marks followed by 15·4%, 14·3% and 0·0% of the candidates belonging to Karachi, Punjab and Sind Universities respectively.

Agriculture

No candidates of Peshawar University appeared in Agriculture and only 2 candidates from Dacca University appeared out of whom one secured 50% or more marks. One candidate each of Rajshahi and Sind Universities appeared and secured below 50% marks. Between Punjab and Karachi Universities 62·5% of the candidates of Punjab University followed by 40·0% of the candidates of Karachi University, who appeared in the subject, secured 50% or more marks.

Geography

From Sind University 3 candidates appeared and all of them secured 50% or more marks. 60·0% of the candidates belonging to Dacca University, who appeared in Geography, followed by 57·1%, 50·0%, 50·0% and 33·3% of candidates belonging to Punjab, Peshawar, Karachi and Rajshahi Universities respectively secured 50% or more marks.

Statistics

Only 30·0% of the candidates belonging to Punjab University, who appeared in the subject, could obtain 50% or more marks, while no candidate from any other University could obtain 50% or more marks.

Languages

Arabic

No candidate belonging to Rajshahi and Peshawar Universities appeared in the subject. 61·6% of the candidates belonging to Punjab University, followed by 50%, 16·7% and Nil Percent of the candidates of Karachi, Dacca and Sind Universities respectively, who appeared in the subject secured 50% or more marks.

Baluchi

One candidate each of Punjab and Karachi Universities appeared, and secured above 61% marks.

Bengali

63·9% of the candidates of Dacca University, followed by 60·0% of the candidates of Rajshahi University and 45·5% of the candidates of Karachi University who appeared in subject, secured 50% or more marks.

English Literature

No candidate from Rajshahi and Sind could secure 50% or more marks. However, 28·2% of the candidates, of Punjab University, followed by 14·3%, 14·3% and 7·7% of the candidates of Peshawar, Karachi and Dacca Universities respectively who appeared in English Literature secured 50% or more marks.

French

One candidate belonging to Foreign University, appeared and secured above 71% marks.

No candidate, however, of any Pakistan University appeared in the subject.

Persian

In Persian 87·5% of the candidates belonging to Karachi University, followed by 60·0% and 53·6% of the candidates belonging to Peshawar and Punjab Universities respectively, who appeared in the subject secured 50% or more marks. No candidate belonging to any other University appeared in the subject.

Punjabi

94·4% of the candidates of Punjab University, who appeared in the subject, secured 50% or above marks and also one candidate of Peshawar University appeared in Punjabi and secured above 61% marks.

Pushto

Cent per Cent candidates of Peshawar University secured 50% or more marks and also one candidate of Punjab University appeared and secured 71% marks.

Sindhi

Cent per Cent candidates belonging to Sind and Karachi Universities secured 50% or more marks.

Spanish

One candidate of Punjab University appeared and secured above 61% marks.

Urdu

66·7% of the candidates belonging to Peshawar University, followed by 50·0%, 50·0%, 46·4%, 33·4% and 25·0% of the candidates belonging to Dacca, Rajshahi, Punjab, Sind and Karachi Universities respectively who appeared in Urdu, secured 50% or more marks.

Pure Sciences

Applied Mathematics

No candidate belonging to Rajshahi and Sind Universities appeared in the subject. 28·6% of the candidates of Punjab University, who appeared in the subject, secured 50% or more marks; whereas no candidate from Karachi University could secure 50% or more marks and worst of all, no candidate from Dacca and Peshawar Universities could secure even 25% marks.

Botany

60·0% of the candidates belonging to Punjab University, secured 50% or more marks, while 40·0% of the candiadtes each of Peshawar and Karachi Universities and 33·3% of the candidates each of Dacca and Sind Universities who appeared in Botany, secured 50% or more marks. No candidates from Rajshahi University could obtain 50% or more marks.

Chemistry

60·0% of the candidates of Dacca University, followed by 50·0% of candidates each of Punjab, Sind and Rajshahi Universities and 40·0% of the candidates of Karachi University, who appeared in Chemistry, secured 50% or more marks. However, no candidate from Peshawar University could secure 50% or above marks.

Geology

No candidate belonging to Rajshahi and Peshawar Universities appeared in the subject. Among the other Universities, no candidate of Dacca and Karachi Universities could secure 50% or above marks, whereas one candidate belonging to Sind University who appeared in Geology got 50% or more marks and 33·3% of the candidates belonging to Punjab University secured 50% or more marks.

Physics

34·5% of the candidates belonging to Punjab University and 25·0% of the candidates belonging to Sind University, who appeared in the subject, secured 50% or more marks, while no candidate from other Universities could secure 50% or more marks, worst being the cases of Dacca and Peshawar Universities where no candidate could even secure 25% marks.

Pure Mathematics

No candidate of Rajshahi University could even secure 25% marks. 38·4% of the candidates belonging to the Punjab University, who appeared in the subject secured 50% or more marks, followed by 33·3% of the candidates each of Peshawar and Sind Universities. No candidate of Dacca and Karachi Universities could secure 50% or more marks.

Zoology

55·5% of the candidates belonging to Punjab University only, who appeared in the subject secured 50% or more marks.

Social Sciences

British History

53·4% of the candidates belonging to Karachi University followed by 52·1%, 50·0%, 46·2%, 43·7% and 33·3% of the candidates belonging to Punjab, Peshawar, Sind, Dacca and Rajshahi Universities respectively, who appeared in the subject, secured 50% ormore marks.

Constitutional Law

Overwhelming majority of the candidates belonging to the different Universities secured 50% or more marks in Constitutional Law. Considering all the candidates irrespective of their Universities who appeared in the subject, 83·6% of them secured 50% or more marks.

Economics

81·6% of the candidates of Punjab University followed by 68·4%, 66·0%, 58·4%, 55·3% and 38·2% of the candidates of Peshawar, Dacca, Rajshahi, Karachi and Sind Universities respectively, who appeared in the subject, secured 50% or more marks.

European History

Between Punjab and Dacca Universities from where majority of the candidates appeared in the subject 37.7% and 31.7% of the candidates of Punjab and Dacca Universities respectively secured 50% or more marks. Among the other Universities 44·4%, 33.3%, 21.4% and 20.0% of the candidates of Sind, Peshawar, Karachi, and Rajshahi Universities respectively secured 50% or more marks.

History of Pakistan and India

50.5%, 49.1%, 32.6%, 30.8%, 24.5% and 5.2% of the candidates of Dacca, Rajshahi, Punjab, Peshawar, Karachi and Sind Universities respectively who appeared in the subject secured 50% or more marks.

History of U.S.A.

50.0%, 47.0%, 46.7%, 39.7%, 37.5% and 33.3% of the candidates of Sind, Punjab, Peshawar, Dacca, Karachi and Rajshahi Universities respectively who appeared in the subject, secured 50% or more marks.

International Law

26.7%, 20.0%, 17.5%, 14.3%, 2.5%, and nil per cent of the candidates of Peshawar, Karachi, Punjab, Sind, Dacca and Rajshahi Universities respectively, who appeared in the subject, secured 50% and above marks.

International Relations

50.0%, 31.0%, 30.7%, 27.3%, 25.0% and 22.6% of the candidates of Sind, Dacca, Punjab, Peshawar, Rajshahi and Karachi Universities respectively, who appeared in the subject, secured 50% or more marks.

Islamic History and Culture

46.2%, 41.9%, 33.3%, 27.8%, 18.5% and 10.0% of the candidates of Rajshahi, Dacca, Peshawar, Punjab, Karachi and Sind Universities respectively, who appeared in the subject, secured 50% or more marks.

Law

33.3%, 25.0%, 18.5%, 9.5%, 8.0% and nil per cent of the candidates of Punjab, Rajshahi, Karachi, Dacca, Peshawar and Sind Universities respectively, who appeared in the subject, secured 50% or more marks.

Mercantile Law

50.0% of the candidates of Peshawar University who appeared in the subject, followed by 57.4%, 40.9%, 37.7%, 35.0% and 7.1% of the candidates of Punjab, Rajshahi, Karachi, Dacca and Sind Universities respectively, secured 50% or more marks.

Philosophy

Cent per Cent candidates of all the Universities who appeared in Philosophy secured 50% or more marks.

Political Science

39.4%, 34.3%, 26.9%, 21.7%, 21.2% and 8.3% of the candidates of Karachi, Punjab, Peshawar, Sind, Dacca and Rajshahi Universities, respectively, who appeared in the subject, secured 50% or above marks.

Psychology

One candidate of Sind University appeared in the subject and secured 50% or more marks, while 28.6%, 18.8% and 16.7% of the candidates of Karachi, Punjab and Dacca Universities respectively, who appeared in the subject, secured 50% or more marks. No candidate of Rajshahi and Peshawar Universities could, however, secure even 25% marks.

Public Administration

One candidate of Peshawar University appeared in the subject and secured 50% or more marks. Among the other Universities, 50.0%, 47.4% and 33.3% of the candidates of Dacca, Punjab and Karachi Universities respectively, and none of Rajshahi and Sind Universities, secured 50% or above marks.

Sociology

81.8% of the candidates of Punjab University followed by 55.1%, 50.0%, 46.2%, 33.3% and 33.3% of the candidates of Dacca, Sind, Karachi, Rajshahi and Peshawar Universities respectively, who appeared in Sociology, secured 50% or more marks.

TABLE 12

Distribution of scores on Psychological Tests Central Superior Services Examination—1963

Secore out of 100	Number of Candidates obtaining the score East Pakistan	West Pakistan	All Pakistan
67	0	1	1
60	0	1	1
57	0	1	1
56	0	2	2
55	1	1	2
54	1	0	1
53	1	3	4
52	0	4	4
51	0	3	3
50	7	10	17
49	1	2	3
48	2	13	15
47	6	8	14
46	4	17	21
45	7	9	16
44	8	12	20
43	9	3	12
42	8	11	19
41	13	8	21
40	8	8	16
39	7	2	9
38	7	8	15
37	10	14	24
36	7	7	14
35	10	3	13
34	5	5	10
33	6	2	8
32	2	3	5
31	2	1	3
29	0	1	1
24	1	0	1
Total ...	133	164	297

TABLE 13

Distribution of scores on Intelligence Tests Central Superior Services Examination—1963

Score out of 16	Number of Candidates obtaining the score East Pakistan	West Pakistan	All Pakistan
15	1	10	11
14	1	6	7
13	7	14	21
12	6	13	19
11	3	21	24
10	15	18	33
9	24	15	39
8	14	23	37
7	12	14	26
6	23	11	34
5	15	12	27
4	7	5	12
3	3	0	3
2	2	1	3
1	0	1	1
Total ...	133	164	297

TABLE 14

Distribution of scores on Group Tests Central Superior Services Examination—1963

Score out of 28	Number of Candidates obtaining the score East Pakistan	West Pakistan	All Pakistan
14	1	3	4
13	7	18	25
12	23	32	55
11	36	63	99
10	48	35	83
9	15	10	25
8	3	3	6
Total ...	133	164	297

TABLE 15

Distribution of scores on Personality Tests
Central Superior Services Examination—1963

Score out of 84	Number of Candidates obtaining the score		
	East Pakistan	West Pakistan	All Pakistan
55	0	1	1
46	1	0	1
45	0	3	3
44	0	2	2
42	1	3	4
41	2	7	9
40	3	4	7
39	2	6	8
38	6	10	16
37	8	9	17
36	6	9	15
35	17	15	32
34	13	10	23
33	10	15	25
32	15	20	35
31	12	11	23
30	12	12	24
29	4	13	17
28	8	6	14
27	6	3	9
26	4	1	5
25	1	1	2
24	0	2	2
23	1	1	2
22	1	0	1
Total ..	133	164	297

TABLE 16

Distribution of marks in the Viva Voce *Tests*
Central Superior Services Examination—1963

Marks as per cent	Number of Candidates obtaining the mark			Marks as per cent	Number of Candidates obtaining the mark		
	West Pakistan	East Pakistan	All Pakistan		West Pakistan	East Pakistan	All Pakistan
95	0	1	1	52	5	5	10
87	1	0	1	51	1	2	3
85	1	0	1	50	4	3	7
80	0	1	1	49	3	10	13
77	1	0	1	48	5	5	10
76	0	1	1	47	6	2	8
75	1	1	2	46	4	4	8
74	1	0	1	45	2	4	6
73	2	0	2	44	5	5	10
72	1	1	2	43	3	2	5
71	1	0	1	42	13	7	20
70	1	0	1	41	3	10	13
69	2	0	2	40	14	3	17
68	3	1	4	39	4	9	13
67	1	2	3	38	2	11	13
66	1	1	2	37	0	4	4
65	1	1	2	36	5	5	10
64	1	2	3	35	8	2	10
63	0	1	1	34	3	2	5
62	0	1	1	33	3	1	4
61	1	2	3	32	2	0	2
60	2	1	3	31	1	1	2
59	0	1	1	30	3	2	5
58	2	2	4	29	2	0	2
57	3	2	5	27	1	0	1
56	1	0	1	25	20	6	26
55	2	0	2	22	1	0	1
54	2	3	5	20	3	1	4
53	6	2	8	Total ..	164	133	297

TABLE 17

Distribution of Marks in the Central Superior Services written Examination 1963 for Candidates called for Viva Voce.

Marks as per cent	Number of Candidates obtaining the marks		
	East Pakistan	West Pakistan	All Pakistan
71	0	1	1
69	0	1	1
67	1	3	4
66	0	2	2
65	0	3	3
64	2	0	2
63	0	1	1
62	3	3	6
61	6	6	12
60	2	6	8
59	8	7	15
58	6	6	12
57	4	10	14
56	9	15	24
55	8	10	18
54	19	23	42
53	17	18	35
52	20	18	38
51	16	16	32
50	12	15	27
Total ...	133	164	297

the year 1964

Name	Successful				
	3rd Time	4th Time	5th Time	6th Time	Total
1. Civil Service Out)	..	..	1	..	21
2. Civil Service c	..	..	..	..	14
	..	..	..	..	1
3. Pakistan Fore	..	..	..	..	6
	1	..	..	..	1
4. **Finance Ser	..	..	..	..	24
5. Finance Servic					
6. Section Offic Examination J	..	..	..	..	14
	..	..	..	..	12
7. Section Offic Examination 1964	..	..	..	..	4
	..	..	..	..	3

Probationers Ter- minal Examina- tion January, 1964. 1 .. ..

6. Section Officer Probationers Ter- minal Examina- tion and Re-Exa- mination, July, 1964. 1 .. .. 2 ..

TABLE 20

Proficiency Tests Administered to M.S. Staff during the year 1964

Test Held for	Place	Examination Held	Applied Male	Applied Female	Applied Total	Appeared Male	Appeared Female	Appeared Total	Successful Male	Successful Female	Successful Total	Remarks
Stenographers,	Karachi	3	44	..	44	19	..	19	6	..	6	
	Rawalpindi	3	103	..	103	58	..	58	11	..	11	
	Peshawar	2	35	.	35	22	..	22	..	..	..	
	Lahore } Dacca. }	No test was conducted.										
	Pakistan Missions Abroad	1	45	..	45	36	..	36	24	..	24	
TOTAL	.. ..	9	227	..	227	135	..	135	41	..	41	
Stenotypists,	Karachi	3	55	..	55	28	..	28	..	..	..	
	Rawalpindi	3	232	1	233	145	1	146	6	..	6	
	Peshawar	2	99	..	99	74	..	74	..	..	..	
	Lahore	1	2	..	2	2	..	2	..	..	..	
	Dacca	No test was held.										
	Pakistan Missions Abroad	1	10	..	10	9	..	9	3	..	3	
TOTAL		10	398	1	399	258	1	259	9	..	9	
Typists,	Karachi	3	52	..	52	22	..	22	6	..	6	
	Karachi (Urdu)	2	2	..	2	2	..	2	1	..	1	
	Rawalpindi	3	166	..	166	98	..	98	27	..	27	
	Peshawar	2	61	..	61	46	..	46	1	..	1	
	Lahore	1	1	..	1	1	..	1	..	..	..	
	Dacca	No test was conducted.										
	Pakistan Missions Abroad	1	16	..	16	10	..	10	2	..	2	
TOTAL	.. ..	12	298	..	298	179	..	179	37	..	37	

Nature of cases	ses in hich cision Govt. t yet veyed	Cases in which advice is yet to be given		
		Current year's	Last year's Pending	Total (Columns 13 & 14)
	12	13	14	15
Appointments without ac including irregular appc	26	8	—	8
Promotions including irr motions ..	20	16	—	16
Recruitment Rules or recruitment ..	53	8	2	10
1. Class I				
2. Class II				
Excluded cadre posts	2	—	—	—
Disciplinary ..	3	—	—	—
Appeals, Memorials & tions	5	2	—	2
Withholding of additional	2	1	—	1
Grant of extraordinary pe	1	—	—	—
Gratuity and pension	—	—	—	—
Seniority ..	2	3	—	3
Compulsory Retirement	5	—	—	—
Review cases of Govt under further usefulness	11	—	—	—
Exclusion of the posts froı view of the Commission	1	2	—	2

West Pakistan.—contd.

HYDERABAD

Educational Book Depot, School Road.
Nasim Book Depot, Foujdari Road.
Mr. Wazir Bux, Librarian, District Law Library, Session Court.

JAUHARABAD

Local Council Publishing Centre, 100-A.

KARACHI

Chamber of Commerce and Industry, Aiwan-e-Tijarat, Nicol Road.
Dacca Book Centre, Victoria Road, Sadar.
Ferozsons Ltd., Bunder Road.
Firdous Stationers, 35, Liaquat Market, Bunder Road.
General Book Depot, Zainab Manzil, Frere Road.
Grenich Agencies, Elphinstone Street, Sadar.
Habib Stationery Emporium, 1-2 Liaquat Market, Bunder Road.
Iqbal Book Depot, Sommerset Street, Sadar.
Maktaba-e-Ishaquia, Juna Market.
Mansoor Stationery Mart, Hasanali Effendi Road.
Mogul Stationers, 23-A, New Cloth Market, Bunder Road.
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Arshad Sons, 7, Kabir Street, Urdu Bazar.
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The Publishers United Ltd., 176, Anarkali.
The Punjab Religious Book Society, Anarkali.
The Premier Book House, 4|5, Katchery Road.
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The West Pak Publishing Co., Ltd., 1, Urdu Bazar.

LYALLPUR

Alvi Corporation, Aminpur Bazar.
Danishmand & Co., Karkhana Bazar.

MULTAN

Multan Chamber of Commerce & Industry.

NAWABSHAH

Pak Book Depot, Masjid Road.

PESHAWAR

...zsons Ltd., 35, The Mall.
...eed Book Bank, 28, Arbab ...

RAWALPINDI

Ferozsons Ltd., 32 Harding Road.
The London Book Co., Edwardes Road.
Victory Book Stores, ...5, Edwardes Road.

SANGHAR

Lodhi Agencies, M. A. Jinnah Road.

SIALKOT

Malik & Sons, Railway Road.

SUKKUR

N. M. Quresh... Co., Shahi Bazar.

FOREIGN

All Pakistan Missions abroad.